THE SURVEY

MIDMONTHLY

SEPTEMBER 15, 1929

Strikers, Mills and Murder

By Joseph Shaplen

Nurses and Mental Health

By Glee L. Hastings

Settlement Music

The Convicts We Kill

Education for Business Girls

Los Angeles' Versatile Chauffeur

Clients' Children and School

Canton Employes Give

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Midmonthly Number

Vol. LXII, No. 12 September 15, 1929

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The Gist of It

AS this issue of The Survey goes to the printer the trial of sixteen union workers and organizers for the murder of the police chief of Gastonia, N. C., has just been resumed at Charlotte. Joseph Shaplen, who tells the story on page 595, is on the scene as special correspondent for a New York daily newspaper.

JOHN STEVEN, writing on page 597 on Los Angeles' ambitious aspirations in the way of a chauffeur and the determination of social workers in that city to continue a remarkable county welfare department, is associate secretary of the Los Angeles Municipal League.

SURVEY readers will remember Ruth Shonle Cavan's report of the study of stenographers and other business girls, sponsored by the Religious Education Association, in a recent issue. On page 601 she discusses the educational needs of this important group, drawing on further material from the same study. Mrs. Cavan is assistant secretary of the association, which will publish the study under the title, Business Girls: A Study of Their Interests and Problems.

GLEE L. HASTINGS, mental hygiene supervisor of the Henry Street Visiting Nurse Service, describes on page 604 the most recent resource to be added to the many skills and services of the public health nurse.

HELEN GLENN TYSON, who writes on page 607 of the need for the agencies' interest in the education of dependent children living in their own homes, was first state supervisor of the Mothers' Assistance Fund of Pennsylvania and has directed several important studies in this field.

NO Survey reader needs to be told that Alexander Johnson is "Uncle Alec" and that almshouses and national conferences have been the wiser and more cheerful for his interest and help for many years. He has recently been engaged on a special study of the former for a new encyclopedia of the social sciences. Page 609.

RAYMOND MOLEY, associate professor of government at Columbia University, directed the Cleveland Foundation survey of criminal justice. He was for two years director of research for the New York State Crime Commission and is consultant to the crime commissions of Illinois and Pennsylvania and a member of the commission just appointed by Columbia to survey crime detection and prevention. His new book, Politics and Criminal Prosecution (Minton Balch) was reviewed in a recent issue of The Survey. Page 610.

FORMERLY managing editor of The Survey and now on the staff of The Inquiry, Bruno Lasker draws on his deep interest in community activities and his long study of the arts in reviewing Elsie McElwee McFarland's contribution to the Welfare Council report on the settlements. Page 611.

J. L. TUTTLE who writes of his own experience of Canton employes, is the director of the Canton Welfare Federation, Canton, Ohio. Page 616.

CARTER TAYLOR is director of the Harrisburg Welfare Federation and was formerly associated with Rowland Haynes at the University of Chicago and the Welfare Federation of Cleveland. His account of the growth of Harrisburg Community Chest appears on page 617.

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THE SURVEY
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Strikers, Mills and Murder

By JOSEPH SHAPLEN

Drawing by Dorothy Owen

ON August 26 the trial of sixteen members of the National Textile Workers Union, a Communist organization, was resumed before Judge M. V. Barnhill in Charlotte, North Carolina. All sixteen, three of them New York women, are accused of murder in the death of Chief of Police O. F. Aderholt of Gastonia, who was killed by a shot in the dark on the night of June 7 in a fight between union workers and organizers at the Loray Mill of the Manville-Jenckes Company, and police officers who demanded entry, without warrants, to the strikers' headquarters. The trial was moved from Gastonia on July 30, on plea of the defense that a disposition of the case which would be fair in fact as well as in appearance could not be had in Gastonia because of the prejudice against the union and the defendants.

Judge Barnhill is a tall, clean-cut, sharp-faced man of the mountaineer type, whose attitude has been the direct opposite of that displayed by Judge Webster Thayer in the Sacco-Vanzetti case. Although he seemed inclined at first to permit the trial to proceed in Gaston County, but with an outside jury, he granted the motion for a change of venue in order to assure the defendants of every protection to which they are entitled under the law. Yet the change in venue did not deter the International Labor Defense, in charge of the defense, and the Daily Worker, the New York Communist daily, which is circulated widely in the strike area, from making the accusation that here was a "trick" designed to promote an alleged "frame-up" against the accused. Such an attitude on the part of those immediately interested in the case and in the fate of the defendants is deplorable, for it can be of help only to those who are bent on obtaining a conviction.

The Loray strike started in April as a protest against the "stretch-out" system of speeding-up workers, long hours and low wages. Hours are said to have approximated fifty-five a week for the day shift, and sixty for the night shift. Wages probably averaged about $14 a week. The first weeks of the strike were marked with skirmishes between pickets and police, but it had subsided into a quiet struggle which was all but ended when the trouble of June 7 arose. Two of the policemen wounded in the volley of shots which killed Chief Aderholt, are under indictment for having been drunk and disorderly earlier that same evening. The killing at Gastonia is a flare-up from the tension general throughout the Southern textile mills, the tension which Bruce Crawford outlined recently before the University of Virginia Institute of Public Affairs when he pictured an industry where the prevailing average wage scale is less than $13 a week, while hours are long and living costs even higher in the South than in the New England mill towns. Behind the Gastonia trial lies the drama symbolized in the contrast between the bare rows of mill houses and the two-mile avenue of Myers Park in Charlotte, the home of the mill-owning aristocracy, said to be one of the most beautiful streets in America.

IN general, the Daily Worker and the International Labor Defense have given the impression to newspaper men and outside sympathizers of the defendants, that they were more interested in proving the existence of a "frame-up" than in the acquittal of the accused men and women. The object of the International Labor Defense and of the Communist Party seems to be to make this case a purely Communist "show." It should be the aim of all liberal elements and of all those interested in justice and fair play to make it a public matter, for the case is of significance not only as a labor trial but as an important episode in the struggle for the improvement of labor conditions in the South. Whatever the respective weights of the interest of the Communist groups in political issues and its concern with immediate problems of working and living standards in the Southern cotton mills, the fact remains that sixteen persons, the majority of them innocent of subtle political motives, are

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being tried for a very serious offense and that at least some of them face the possibility of severe punishment. There is little, if any, likelihood that death penalties will be imposed, but there is more than a possibility that heavy prison sentences may be inflicted.

THE fine manner in which Judge Barnhill has handled the case is no indication that the prosecution will not bend every effort to obtain a conviction. There is no reason, on the other hand, to despair of an acquittal if the defendants are innocent, provided the case is fought strictly on its merits, without the injection of extraneous political issues. If those who are interested in sending as many of the defendants as possible to the chair or to prison, can be accused of seeking to inject such issues into the case, the Communists have been equally guilty of trying to make of this a political trial, another Sacco-Vanzetti affair, and of resorting to propaganda methods which are likely to arouse popular hostility against the defendants and everything they are supposed to represent. In this attitude the Communists and their agencies have gone so far as to attack an organization like the American Civil Liberties Union, which from the beginning has had a much more realistic conception of the case.

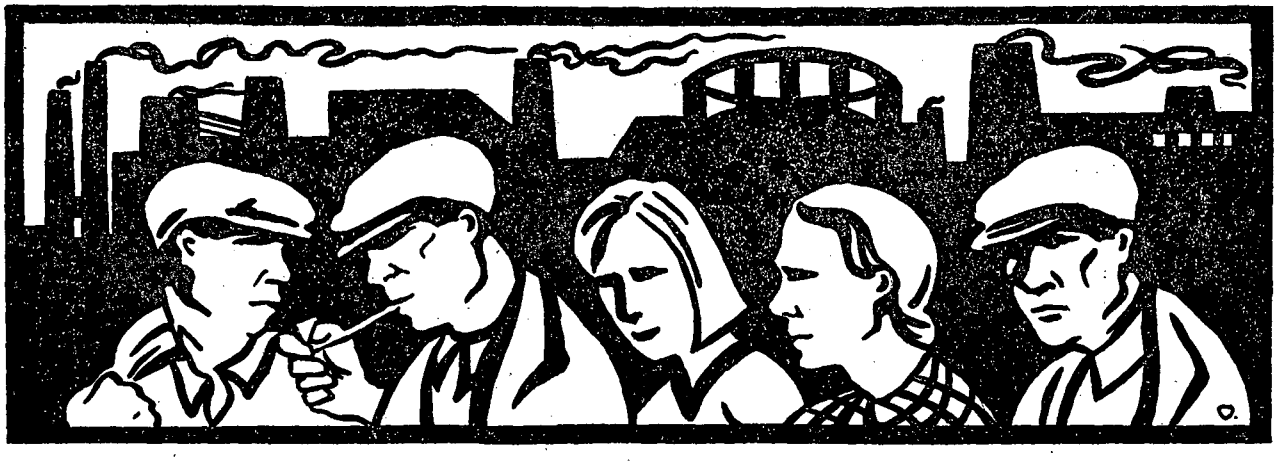
A more temperate spirit was evident at the opening of the session in Charlotte. Arthur Garfield Hays, who is acting as consultant counsel for the defense, declared "That a fair trial before the law is the intention of North Carolina in this case is abundantly clear in view of the impartial jurist who will sit upon the bench and who has already indicated his insistence that the case be free from extraneous issues." At the resumption of the trial the counsel for the defense was strengthened also by the addition of Thaddeus A. Adams of Charlotte, a well-known member of the North Carolina bar, whose support offsets the withdrawal last month of former Judge Frank Carter of Ashville. Judge Carter's resignation, a severe blow to the defense because of his position in the state, was attributed to friction among the defense counsel and his objection to the propaganda methods of the International Labor Defense. The prosecution likewise has disclaimed an interest in propaganda and has announced that it will adhere strictly to the stand of Governor Gardner and Judge Barnhill and treat the case as a purely criminal proceeding, a trial for murder and murder only.

Specifically the accused are charged with conspiracy and incitement to murder. Conspiracy is a difficult thing to prove and "incitement" is likewise a vague term. To be sure, Aderholt is dead. Someone shot him. Thus far no claim has been made by the prosecution that any of the defendants actually did the shooting. Six of them had guns when they were arrested, but the carrying of guns is no crime in North Carolina and in this case the defense contends that the strikers were compelled to arm themselves after their headquarters and relief store had been raided and wrecked by a mob and after they failed to obtain the necessary protection in a hostile community.

It remains to be seen whether or not the prosecution, directed by Solicitor John G. Carpenter, who like Judge Barnhill, gives the impression of being a fair man, can implicate the defendants in the killing. Mr. Carpenter has already announced that the prosecution would not ask the death penalty for the three women, Amy Schechter, Vera Buch and Sophie Melvin, and there is reason to believe that the charge against the other defendants may be so changed as to exclude the possibility of death sentences. While Mr. Carpenter did not reveal any particular animus against the defendants, a number of the nine attorneys associated with him in the prosecution have had and still have strong mill connections and it may be assumed that they will leave nothing undone to obtain a verdict of guilty. Some of these attorneys are among the ablest in the state.

It is futile, therefore, to suppose that the case can be won by propaganda. It must be fought strictly on legal and factual grounds. The people of Mecklenburg County, where Charlotte is located, may, so far as the majority of them are concerned, be depended on to give the defendants a fair chance. There is no evidence that the authorities of the state are engaged in a "frame-up" to railroad the accused to the electric chair or to prison. Governor O. Max Gardner, who brought Judge Barnhill from the eastern part of the state to preside at the trial, has shown that he is much concerned about the case and about the good name of the state. His actions justify the feeling that he will do all in his power to avoid the shame brought on Massachusetts through the Sacco-Vanzetti case and that he is determined that the Massachusetts tragedy shall not be repeated.

IF the case is fought strictly on its merits, if the facts are permitted to speak for themselves and if such educational and legitimate propaganda value as it may have is permitted to develop in a natural manner, from the proceedings themselves, there is not only hope of an acquittal but also the prospect that the trial will help rouse the people of North Carolina and of the entire South to a fuller realization of the social and economic problems presented by the textile industry and of the sore need for improvement in the lives of the hundreds of thousands of men, women and children.



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Los Angeles' Versatile Chauffeur

By JOHN STEVEN

TO save money, so they say, the Board of Supervisors of Los Angeles County has just abolished the positions of superintendent and chief case supervisor in the welfare division of the county charities.

The division last year spent two million dollars in helping some 20,000 families. Complete records were kept, and the case work met with the approval of every family agency which dealt with the county, among them the Children's Protective Association, the Tuberculosis Association, the Federation of Jewish Welfare Organizations, the Catholic Welfare Bureau, the Travelers' Aid Society, and the Juvenile Court. Beside the efficient conduct of their case-work, R. R. Miller and Emily Wooley, the incumbents of the positions abolished, have done notable research of a constructive character in such problems as the economic status of the tubercular convalescent, Mexican indigency, unemployment, and co-operation with the courts in cases of failure to provide.

Almost none of the good things which can be said of the division under Mr. Miller could have been said of it under his predecessor. That was the time when a single face sheet, indifferently filled out as a result of an office interview, constituted the principal record. The individual, rather than the family, was the unit. "Relief" was an end in itself. Budgets, plans with definite terminal facilities, rehabilitation programs, were the exception. Workers were cautioned that they were to do no visiting in connection with certain cases submitted by the supervisors. Salvage department facilities were used for reconditioning the wardrobes of the then executive, now gone, and his family and friends. Clients with considerable holdings in real estate were common. Indigent transients were supported indefinitely instead of being sent back to the community responsible for them. There was no neuro-psychiatric clinic. No studies were under way for getting at the root of our Mexican, unemployment, tuberculosis, and other outstanding problems. Few standards were formulated, and there was a strong tendency to avoid any worker who showed symptoms of schooling. Private agencies ignored the department, and were by it ignored. This unfortunate relationship, and the absence of a confidential exchange, caused great duplication. The county doles exhibited, through the auditor's books, a surprising tendency to mount faster than resources.

The present superintendent of charities co-operated heartily in the investigation which led to the separation from county service of Mr. Miller's predecessor. Yet it was with his advice and consent that the supervisors abolished the positions of the two people pre-eminently responsible for the remarkable improvement which has been brought about.

Economy, the alleged cause of the supervisors' action, had, in reality, very little to do with the matter. As mouthed in this instance it means the extravagance of giving first and investigating afterwards. Here was the case of a reform which succeeded too well. The welfare division advanced so rapidly that its superior officer and the board of supervisors couldn't see it for dust.

The dust took the form of complaints, largely unjustified, which neither the superintendent nor the board had the background to appraise at their true worthlessness. Examples are interesting:

A family of six complain of aid denied. Investigation shows that the husband's earnings exceed the county budget allowance adopted by the supervisors themselves, and that they own an equity in their home.

A mother of three children, husband not working, asks aid. Mr. Miller finds that the husband, though repeatedly requested to do so, has not reported to his employment department. He finds that the mother is so irresponsible that a grandmother has taken over the children. "We will extend aid," says Mr. Miller (the heartless wretch) "when you comply with our reasonable requests and show a disposition to co-operate with our attempt to put you back on a self-sustaining and self-respecting basis."

A Mexican with a large family complains that the visitor is planning to have his 19-year-old daughter, Virginia, go to work. He prefers to have Virginia remain at home and to look to the taxpayer for his living.

Another Mexican, injured in an accident, objects (he really does) to employment being offered to his wife. His wife away, he has to supervise the three children, and, he explains, *they make him nervous.*

OR take Mrs. M., a client of years standing. She wants more money to provide care for her children. Her mother, also being supported by the county, could look after the children, the visitor suggests. Mrs. M. demurs. So the visitor finds another client who will be glad to earn something toward her own budget by caring for the children. Mrs. M. kindly consents to "think this over" and report.

H. L. complains to a member of the Board of Supervisors that she is being neglected. This is strenuously denied by the case worker. Which is right? We have no absolute answer, but the fact that H. L. is mother of four illegitimate children, that she has failed on several occasions to co-operate with the department, that she resents any mention of her disregard of conventions, and that she says it is the responsibility of the welfare department to support her, would make us, if we were that supervisor, a little prejudiced in favor of the case worker's side of the story.

Another complaint comes from a woman on a full county budget, who, while the county was taking care of herself and two children, gave birth to a fatherless third.

Perhaps the loudest wails at the cruelty and hardheartedness of the Miller regime have come from a precinct politician of inflated ego, one S. His gas meter is always about to be shut off, and he and his two adult children are in constant danger of eviction. Recently rumblings reached his ears from questioning neighbors who wondered to what extent public support was justified for an able-bodied man and two grown children. The effect was magical. He

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came early one morning to the social worker's home, said he had found employment, and withdrew the application for aid which, a little before, he had attempted to secure through a complaint against the department.

The case of a Miss S., amateur actress, is typical of a large number whose pride is injured if they are asked to report at the district office. They find it easier to complain to their supervisor, and to ask that the visitors be commanded to wait upon them.

Many complaints come from landlords who ask payment of rent which accrued before the case came to the notice of the department. In a recent case of this kind the indigent renter was found to be a spinster over 45 who was about to give birth to the child of an evangelist of a sect known as the "Do Rights"!

One landlord is complaining because the department refuses to pay rent a second time. In this case the client generously lent the county's rent money to her boy friend, who promptly decamped.

The W. family, with three children, gets $90 a month from the county and state, yet still complains. It is typical of many who have been so thoroughly pauperized by almsgiving before the family case workers made their contacts that their rehabilitation is slow and difficult.

J. T. is syphilitic as well as epileptic. The county has cared for his family so well that it is growing amazingly, at least in numbers. Number four, born in January, 1927, was succeeded by number five in December of the same year. A well-meaning relative couldn't bear the thought of visiting the family, so she sought to fulfill her duty by writing a letter of complaint to the supervisors, asking additional assistance. The department is doing its best to obtain the sterilization of the father, now in jail because of an assault on a school girl. He has thus far escaped on the plea that "he doesn't believe such things are right."

THE Los Angeles situation is a special case from which no general conclusions may be drawn regarding the merits of tax-supported social work. To prove this we present first, the superintendent of charities. The civil service examination for this position was first advertised country-wide. The board of supervisors resolved that competition should be limited to 100 per cent Californians, an act the patriotism of which would better have appeared had we had any trained, foot-loose social work executives in California. In the restricted competition the local probation officer qualified third, with a rating of 70 per cent. He was appointed. Recently, when rumors came of the contemplated action, the writer warned him that he could not afford to bring down upon his head the wrath of all the social work agencies in the city. "They have always been against me," was his rejoinder. He was mistaken as to this, but his attitude was revealing.

An announcement has just been issued through the county civil service commission which further reveals the utter hopelessness of the situation, in so far as standards are concerned, while the present superintendent continues in office. The department of charities desires a chauffeur at $150 a month. Examinations are gravely scheduled for candidates for one appointment now and an eligible list from which future appointments may be made. But this is not to be an ordinary chauffeur. In fact chauffeuring comes last in his versatile list of activities. Read them and wonder: "Duties: Under the direction of the superintendent of charities, to investigate charity cases, interview applicants for county aid, assist in investigations in various divisions of the department of charities; to act as chauffeur and any other duties as may be required." To this end it is demanded he be from 25 to 40 years of age, have had a full common school course "or equivalent education in evening, private or correspondence schools," at least two years' experience as a chauffeur, and "some experience in the investigation of charity cases." "Candidates," concludes the announcement, "must be men with ability to judge conditions in a home as relates to the need for aid and must have a personality that inspires confidence. They must be familiar with county territory and with some knowledge of the kind of work performed by the superintendent of charities relating to the various county institutions. Married men will be given preference inasmuch as the investigations consist of investigating the home life of the indigents." Comment seems superfluous.

OUR second special circumstance is a Mrs. C. To Mr. Miller and Miss Wooley she didn't appear to fit in any of the several places into which they shipped her. She resented the shifts and left. After a brief attempt to fill a superintendency in a girls' school she was brought into the civil service commission and assigned to examinations for social workers. Her relations with the welfare division, which she served, were not cordial. Any lack of cordiality here was more than made up in her loyalty to her superior, the chief examiner and ex-officio secretary of the bureau of efficiency, whose name she now bears. The attitude of the bureau of efficiency toward the division has been far from friendly, to say the least. Much of the criticism found its way to a newly elected supervisor, whose special province it is to look after the county charities. It was on his motion that the positions were abolished.

A petition signed by representatives of the Council of Social Agencies, the Survey Club, the American Association of Social Workers and the Social Welfare Committee of the Community Welfare Federation, representing altogether a membersip of 154 social agencies in Los Angeles County with some 400 professional social workers, has gone to the supervisors, outlining the constructive developments of the past four years under the direction of Mr. Miller and Miss Wooley and urging that the board reconsider its action. The petitioners express their belief that "it is not the function of any government to make money or to save money, but to spend money wisely in the interests of the public service." Despite the tremendous growth in the population of Los Angeles county there has been a slowing down of the ratio of increase in the total county budget, and especially in the expenditures for relief, which they believe due to the increasingly successful rehabilitation of distressed families, the result of the personal planning and direction of the two heads whose positions have been so abruptly abolished.

There is at stake not only the interests of these able leaders but also those of the taxpayers of Los Angeles county, which will suffer from the pursuit of a false economy, and of clients who in nearly every case need social and economic guidance quite as much as alms. Beyond these lies the respect which the past progress of the Los Angeles county welfare department has aroused throughout the country through its attainment of a high standard of social work in public outdoor relief. The social workers of Los Angeles are a unit in insisting that the old almsgiving methods must not be permitted to return.

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The Common Welfare

THE HINTERLAND OF SOCIAL WORK

ON August 19, on a crowded San Francisco street corner, a crazed war veteran stabbed and fatally wounded Egie M. Ashmun, executive secretary of the San Francisco chapter of the American Red Cross. The assailant, David W. Lizarraga, had been classed as "harmlessly insane" and was drawing compensation of $100 a month from the government for total and permanent disability. As is usual, he received part of this in cash through a guardian, who had arranged to have it paid by the local Red Cross, while the rest was placed to his credit in a bank and requisitions on stores, hotels and restaurants were issued against it, at his request, for clothing and extras. He believed that the Red Cross was defrauding him. He stormed into the office demanding more money instead of "those slips of paper," and later confronted Miss Ashmun on the street with the same insistence. When she asked him to go back with her to talk it over again quietly he suddenly drew a knife, while passers-by looked on helpless.

Here was some tragic error of medical judgment which set an irresponsible man free from custody in a state hospital to turn against those who were working to serve his best interests. Perhaps the error was unavoidable; it may have represented the rare but inescapable risk which those must run who deal with sick minds and disordered spirits. Not often, of course, does the profession of social work show so extreme an instance of the demands to which its practitioners are subjected. But behind this single shocking event may be glimpsed the back-drop against which thousands of women are playing a good share of their professional role.

Social workers, like physicians and nurses, spend many of their working hours with people whose judgment and emotions are warped by misfortune, illness and personal inadequacy. During her eleven years of Red Cross service in France and in this country Miss Ashmun must have been called upon repeatedly to meet misinterpretation no less blind and bitter than that which flared up to cause her death. Morbid demands on patience, forebearance and understanding are part of the daily portion of caseworkers, as, happily, are also more cheerful aspects of human disarray. Those who mourn the gallant buoyancy of Egie M. Ashmun could wish for no more fitting memorial than that her death in the line of duty may have brought wider understanding of some of the dark barriers which her fellow-workers surmount daily, the strain on those who work with troubled people.

IT PAID TO WORK WITH THE UNION

WHETHER or not a concern for human well-being is consistent with sound industrial practice has recently had an impressive answer in Colorado. During the strike in 1927 following the shooting of strikers by mine guards at the Columbine Mine in northern Colorado, Josephine Roche, a social worker, obtained control of the Rocky Mountain Fuel Company which owned the Columbine mine. (See The Survey, December 15, 1928.) The immediate result of her control was a reorganization of management which included the installation as president of a man of liberal views and as vice-president, John R. Lawson, former president of the Colorado district of the United Mine Workers and leader of the strike of 1913-14. One of the first moves of the new management was to sign an agreement with the United Mine Workers of America, the organization which the other coal companies of Colorado had been fighting for many years.

Recently the Colorado State Industrial Commission asked the president of the Rocky Mountain Fuel Company for a statement concerning the progress that has been made under its plan of cooperation with the union. The president replies that sales tonnage in the first six months of 1929 increased 16 per cent over the first half of 1928. Production has increased slightly more than a ton per man per day, which amounts to an 18 per cent increase per man. In computing this increase, all employes are counted, both underground miners and those working above ground. Moreover earnings have increased. The average wage received by all workers during the first quarter of 1929 was $7.95 a day. The gain has been accomplished with no increase in the costs of production.

In this connection it is also interesting to recall that two months ago miners employed in other properties in northern Colorado, where most of the mines of the Rocky Mountain Fuel Company are located, appealed to the State Industrial Commission to investigate the situation and advise whether in their opinion it would not be reasonable and just for the other companies to give their employes the conditions which prevail in the Rocky Mountain Fuel Company. After investigation the Industrial Commission approved the claim.

100 YEARS OF CHICAGO

CHICAGO plans are taking shape for the one hundredth birthday of the great city that has grown up around Fort Dearborn. The vast projects of the Chicago Plan Commission have progressed so far during the past fifteen years that the lake front will be such a setting as no world fair has known before. Meanwhile, the forces in Chicago life which have made for municipal achievement are getting the better of municipal misrule, enabling the city of the lakes to make the most of its anniversary in 1933.

They are being refreshed by a spontaneous group of writings which interpret the Chicago spirit in its most constructive forms. First came Howard E. Wilson's book on Mary E. McDowell—Neighbor, telling of her work at the head of the University of Chicago Settlement in the stockyards district and on through her rare service as commissioner of public welfare. Charles E. Merriam's book has come from Macmillan, entitled Chicago—a More Intimate View of Urban Politics. Professor Merriam has written on how Chicago came to be, of the city builders and urban leaders, closing with a prophetic chapter, Chicago Emerges. Harcourt, Brace and Company will bring out Chicago—a History of Its Reputation, by Henry Justin

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Smith, managing editor of The Chicago Daily News, and Lloyd Lewis. Jane Addams has been at work on The Second Twenty Years at Hull-House, which will be brought out in the spring. She will deal with such engaging themes as Social Service and the Progressive Party, Post-War Inhibitions, A Decade of Prohibition, and Efforts to Humanize Justice. The manuscript of Professor Graham Taylor's book, Pioneering on Social Frontiers, is nearing completion, and will interpret the pageant of social life and work spanned by the fifty years of his sociological teaching at Hartford and Chicago, which for thirty-five years has been practically applied in the social settlement service of Chicago Commons.

COST OF LIVING

A RECENT report of the National Industrial Conference Board brings to date its comprehensive study of the Cost of Living in the United States since 1914. The present small volume merely indicates the changes which have taken place from month to month during the year 1928. These have been slight, and of little significance, except in relation to the larger volume, issued about a year ago.

The method of the study has not changed. A standard wage earner's budget has been adopted, and the prices of every article contained in that budget are obtained from year to year, or month to month, as the case may be. The budget contains only the necessaries of life: food, rent, clothing, fuel and lights, and a selected group of sundries or incidentals. It is a wholly reliable method of comparing the cost of living. The charge is made, occasionally, that it does not take account of the many luxuries which are being consumed today; but as the present report pertinently remarks:

> Within the range of incomes represented by wage earners' families now and in 1914, there is not much room for indulgence in these fields of expenditure, largely in the class of luxuries, or semi-luxuries.

The year, 1914, is taken as the base or standard for comparison. In July, 1920, our pre-war dollar had shrunk to 48.9 cents. It rose to 61.3 cents in 1921, which is approximately its value today. This means that any of us who were just able to make both ends meet in 1914, on a salary of $1,800 a year, a fair average for executives in social work in smaller cities at that time, ought to have $3,000 if we are to obtain no more than the identical articles of the earlier period.

The relative stability of the cost of living during the past few years has been socially advantageous, we are told, because wages and salaries have likewise remained stationary, or even shown a slight tendency to increase. We must guard against a fallacious conclusion from this parallelism, however. The mere fact that wages and the cost of living have shown a corresponding increase does not mean that there has been any change in the wellbeing of the working class during this period. We must not lose sight of the wide gap between average wages and the cost of a fair standard of living. The report on Recent Economic Changes informs us that the average wage in American industry today is $1,246, while numerous authorities have pretty definitely agreed that the cost of a fair standard of living for a family of five is in the neighborhood of $2,000.

The most that we can conclude by way of comfort from this Cost of Living study is that the misery of the poor resulting from poverty is no greater than it was in 1914, unless the lure of installment buying, with schemes for "financing loans," which can be compared only with those of the loan sharks of other days, have tended to absorb a portion of income that ought to have gone into the purchase of the necessaries of life.

DOCTORS' AND PATIENTS' PURSES

DESPITE the present welter of suspicion and jealousy which too often befogs the relations of doctors, health agencies and "that vast inclusive group known as the public", Dr. George Vincent declares in the report recently issued by the Rockefeller Foundation his faith in an ultimate solution through the discovery of the common interests of all the bewildered parties. Already, in many places, successful plans of cooperation are in operation. "Doctors are loyally supporting public and private health activities only to discover that an increased community interest in personal hygiene, school health, maternal and child welfare is sending more and more patients to private practitioners. The public health staffs become in a sense agents for the doctors, who in turn man and strengthen the institutions of prevention." The medical graduate of today confronts a practice which calls for specialization, expensive equipment, and professional relationships with clinics, hospitals, visiting nurse associations and the like very different from those which his father knew. In the process of readjustment the newly reorganized Rockefeller Foundation, whose activities have been extended to include not only public health but the advancement of knowledge in the medical, social and natural sciences, will play its part chiefly through the promotion of medical education. Its direct aid to health activities, Dr. Vincent points out, is limited to official governmental agencies, because of the need of placing some restriction on a world-wide program, and not because it questions the value of the pioneering and propagandist services of the private agencies.

By a happy division of interests, the Committee on the Cost of Medical Care, nationally organized to represent the interests of physicians, patients and health organizations, is centering its research on the costs of activities of various types of medical organization, while the Rosenwald Fund's program of medical service inaugurated this year, is especially concerned with aiding existing institutions through subsidies to provide medical care at rates which give the physicians a fair return for their services yet do not outstrip the limits of middle-class family budgets. One of the first Rosenwald grants will aid a plan just announced by the Massachusetts General Hospital in Boston, which will soon open its new Baker Memorial Building, for patients whose needs fall midway between the present rate of about $250 for a two-weeks' stay in a private pavilion, including a surgeon's fee, and $60 for the same period in a ward, where doctor's work is done as charity. Under the new plan the distinguished staff of the hospital has itself initiated a schedule of fees well under those now asked of private patients, and has requested that the hospital act as collecting agent, while the rates for private and semi-private rooms will be from $4 to $6.50 a day, including nursing service. This plan, according to Michael M. Davis, director of medical services of the Rosenwald Fund, "seems the most clear-cut and extensive which has yet appeared for grappling directly with the middle-class man's bill." The fund has appropriated $150,000 toward the deficit which the hospital expects in the first years until the beds are fully occupied. After that it is expected that the Baker Memorial Building will maintain itself on a self-supporting basis.

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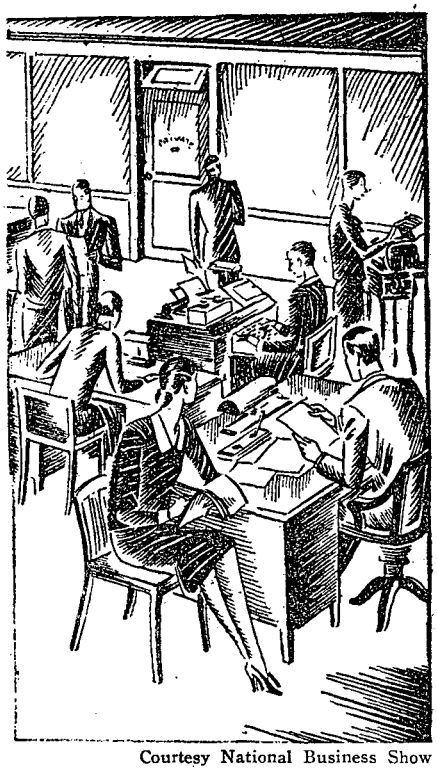
EDUCATION

Education for Business Girls

By RUTH SHONLE CAVAN

WHEN a group of young girl office workers was given a list of 37 things in which it was thought they might be interested and asked to check the items which constituted personal interests, 69 per cent checked education. It is difficult to judge how deep this interest is. Only 16 per cent of this same group felt lack of education to be a real problem. With other groups, about a third of the girls indicated a desire for education. When all the evidence on education gathered in a recent study of the interests and problems of business girls is collected, it becomes evident that among girls in the early twenties, employed in offices, there is a group genuinely interested in securing more education.

Intellectually, these girls are worthy of education. The Otis Self Administering Test of Mental Ability was given to groups of girls totalling 277 in Y.W.C.A. clubs and classes, residences and summer conferences. Only 8 per cent of these business girls fell below the normal score on the test, 53 per cent were in the normal group, while nearly 38 per cent made scores which classed them as "superior" and "very superior" intellectually. These percentages place a much higher proportion in the higher ranks of mental ability than Otis expects to find in the general run of population, which would have approximately 20 per cent in the below-normal group. So far as can be judged by such measures as salary, national background, age, and economic status of the fathers, the group, although confined to members of Y.W.C.A. activities, is fairly typical of office workers in general.



Courtesy National Business Show

"Intellectually these girls are worthy of education"

When the median for the business girls' group was compared with the medians for other groups of young people, it was found that the business girl median was higher than the median for either continuation or high-school pupils, equal to the median for students in Illinois state teachers' colleges, and slightly below the median given by Otis for a composite group of 2,516 college students. The medians for some of the more selective colleges run well above the medians of any group mentioned above. The scores indicate that well over a third of the business girls who were tested were capable of carrying college work with ease and that over half of them could have competed very well with students of teacher-training institutions.

Few of the girls found in the Y.W.C.A. activities had had college training. The girls who were tested and the girls registered at the Chicago Y.W.C.A. employment bureau (a public bureau serving many girls not otherwise connected with the Association) were classified by the amount of general education they had had. Eight per cent had had less than high school, 29 per cent one to three years of high school, 47 per cent were high-school graduates, while 15 per cent had had from one to four years of college work.

Before the girl's education, past and prospective, can be commented upon, several related factors require comment. Chief of these factors is her great interest in marriage. Almost every girl in the entire group studied stated frankly that she looked forward to being married. Census figures show that girl clerical workers are very young. After working a few years most of them marry.

Another factor is the girl's interest in social position and in a college degree as a symbol of social status and attainment. The office girl who has been taken to a college dance or among college people by a man student or graduate is very apt to be filled with a sense of inferiority and a great longing for entrance into this new social group. In direct contrast to this conception of education as a social venture is the conception of education as a vocational aspiration, held particularly by girls who do not hope for an immediate marriage.

In the light of these facts concerning educational interests, intellectual capacity, schooling, and probable destiny in life, what would be the best high-school education for the propective clerical worker, and what are the possibilities for her future education? In spite of her interest in education it must be recognized that for most of the girls public school completes general education. The girl may take general cultural courses at the Y.W.C.A. or attend series of lectures; she may spend a few months in a business college. A few girls, after working for a time, enter college—but these are the exceptions.

In high-school, one might almost say in the first two or three years of high-school, the girl who plans to work after she leaves public school needs to obtain certain things if

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she is to be a competent worker, happily adjusted socially, and, later, a competent wife. More, adequate studies of high-school girls are needed to determine the factors of tradition and family attitude which lie in their background, the interests they have while in high-school, and also, their probable place in life as adults. The policy of the child-centered school and the point of view that education is for the present living of the child is far better adapted to children whose education may continue into the twenties and who even then will have leisure and money for further study, than to the children whose supervised education will end when they are sixteen or eighteen years old. For these girls there is needed either a program of study in high-school which will cover future interests and needs of the individual; or, if this seems impracticable, some method of continuation schools or adult education classes which will keep pace with her developing interests. If we assume that, under the present school system, much of her education must come while she is in high-school, certain definite needs may be defined.

The girl who must work needs some definite vocational training, fitted to her interests and to her intellectual capacity. Otherwise, she will find herself able to do only the unspecialized types of work. Among clerical positions, stenography and bookkeeping command five to seven dollars a week more than do general office work, filing or general clerical work, and offer much better opportunities for advancement. A more widespread use of vocational guidance early in high-school is implied. If the girl is capable of college work, every effort should be made to keep her in high-school until she graduates—perhaps by some system of part time schooling or of scholarships, if the family is not financially able to permit her to remain in school. Under our present system of schooling, the lack of a high-school diploma may in later years be the chief obstacle to further training.

Socially, the young girl needs to acquire in high-school general knowledge and social graces which will make it possible for her to mingle without embarrassment with older people and to meet men, in business and socially. The high-school sorority, scorned by many high- school teachers and principals, sometimes serves a very important purpose in helping a girl maintain her high-school friendships through the first difficult years of work. It would be well if girls who marry after working a few years were to receive during their high-school years the fundamentals of household arts and management.

It is recognized, of course, that the trend in many high-schools is in the direction of vocational guidance and training, social activities, and the training in household arts. It is not so clear, however, that these responsibilities are being accepted in the smaller towns, or that each girl's program is planned with her particular future and her particular capacities in mind.

Although many business girls leave high-school with a marked interest in further education, the result is quite often merely a period of restlessness followed by the complete dying out of the interest. As few high-school students have learned to study or read independently, this situation means that in reading, attending lectures, or study they progress very little beyond the level they reached while in school. There might be a great intellectual growth if some agency were actively to accept responsibility for these students when they first leave the public schools and provide an educational program compatible with a work program. It is not enough that there are correspondence and evening courses in the city where the girl lives—some definite means of connecting the girl with these opportunities is needed. For many girls with a rather general interest in wider experiences and knowledge the informal adult education courses organized by churches and Y. W. C. A.'s are adequate. The number of capable young people who leave the public school with high desires and small bank accounts should be ample encouragement to these agencies.

Education, after the girl begins to depend upon her own salary, is often a hard task, as the following accounts show:

Mary, whose father was a factory worker, left grade school when she was fourteen years old and after attending business college worked in the office of a correspondence school. She had not wanted to stop school, but she was the eldest of four children and there seemed nothing else to do. In her work she met young people who were studying and also college graduates. She began to feel "below" them. She found that she could attend high-school in the mornings and continue her work in the afternoons. Her father objected to this plan and forbade her to come home. For several months she lived away from home; finally, however, her father asked her to return. She continued with her studying and eventually completed both high-school and college, by working, borrowing, and securing a scholarship.

Rose stopped going to school after the grades, partly because her father saw no need for her to study longer, partly because the family was poor. She attended business school and began to work, at once entering evening classes for high-school work. Seven years were required to complete a high-school course. She then enrolled for college work, sometimes studying in evening classes, sometimes carrying a full college program. This plan has given her a college degree but it has left her without some of the marks of an educated person. She still speaks with an accent acquired from childhood use of a foreign tongue, she does not know how to dress well nor to meet people easily.

The number of business girls who are capable of earning a college degree is large. The number who actually follow the hard road necessary for them to attain it is small. There is at present an avid interest in the group for general and for vocational education which existing educational agencies do not fully satisfy. There is here a great waste of human material, both in the failure to provide for general development and in the failure to give to capable girls the vocational training which would fit them for positions of increased responsibility.

Because of the youth and immaturity of the girls at the time they begin to work, the whole responsibility for choice of occupation and for securing training cannot be placed upon the girl. The responsibility belongs to social agencies—to parents in part, but more to educational and semi-educational institutions which work directly with young girls.

THE USE of a freshman orientation course to make college programs more unified and more closely related to the personal interests of women students is being tried experimentally by a number of colleges and universities. Pembroke College in Brown University, after having experimented with such a course for three years has now made it a requirement for the second semester of the freshman year. This course in "Knowing and Living" is arranged as a series of lectures. A list of suggested readings is given to the students and a one page paper on each lecture must be submitted by every student, not a summary of what the speaker said but a criticism or statement of what the writer gained from the hour. Among the

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subjects for the year are: the relation of science to living, social organization and group living, economic influences on our civilization, the part music may play in cultural living, the place of philosophy and religion in life.

THE NUMBER of grown people who attended school during the last year increased 30 per cent over the number registered in adult education classes the year before, according to a report on that subject recently issued by the federal Bureau of Education. It has also been found that as the attendance of parents in schools for adult education increases, the attendance of children in day schools of the same community also increases. The Bureau traces the growth of the adult education movement in this country to increased leisure, and suggests that "such leisure will be to a considerable degree used for study." This survey of adult education activities in this country also shows that:

> Youth has no advantage in learning over maturity. . . . In fact, when a man of 56 and a youth of 20 are set to wrestle with any problem that constitutes an element in education, the older man, because of his experience and judgment will more thoroughly master it. The psychologists have been saying just this. The fact that they have done so has greatly stimulated expectations as to what may be accomplished in the field of adult education.

THE RECORD of its five years of work is brought together in the very interesting report recently published by the Vocational Service for Juniors in New York City, of which Mary H. S. Hayes is the director. The report, divided into three sections presents, first, the service record of the organization in giving vocational guidance in the schools, granting and administering scholarships and placing on investigated jobs children who have already left school; second, the record of the organization's progress "toward its objective of making vocational guidance an integral part of the school system"; and, finally, a report of its research activities. The second section of the report includes the report of a demonstration experiment in vocational guidance and placement in New York public schools in 1923-24. The original report has been out of print for several years. The service also announces that its study of the 27,678 boys and girls who applied at its employment office for jobs between 1917 and 1927 will be ready for publication this fall. The study covers such items as age, sex, color, nationality, amount and kind of schooling, reason for leaving school, parents' occupation and civil status, nature of work sought, further school plans, employment record and so on.

The drawing of the boy operating an air hoist is from the Bulletin of the Ohio Consumers' League.

A BRIEF account of the proceedings of the First National Conference on Character Education in Schools has been made available in pamphlet form by the National Child Welfare Association, Inc. (70 Fifth Avenue, New York), which arranged the meetings in cooperation with Teachers' College, Columbia University. The pamphlet gives the program in full, with summaries of the papers presented and of the discussion, with quotation from both. Those who attended the conference will regret that the paper delivered by Dr. Frankwood E. Williams, medical director of the National Committee for Mental Hygiene at the conference dinner was not included. In its challenge of easy definitions and premature assurance of progress, and its statement of some of the confusion and danger of much that passes for "character education" that address was one of the high points of the conference, arousing eager and spirited discussion. Except for this ommission, the summary has been skilfully made, and the pamphlet brings together an interesting and useful record of viewpoint and methods.

THE FIRST of a series of small handbooks dealing with the teacher's problems in teaching health has recently been issued under the title, Teaching How To Get and Use Human Energy (Public School Publishing Co. Price 75 cents). It was prepared by Thomas D. Wood, M.D., professor of health education at Teachers' College, Columbia University, and Marion O. Lerrigo. In this volume "only two groups of problems are discussed: those dealing with care of the big muscles for health and those dealing with nutrition in health education," leaving to later numbers in the series such problems as those involved in teaching about fresh air and sunshine; cleanliness; the use of professional health service, and so on. In the present book, the material on sports, games and occupations for primary, intermediate and high school groups has been particularly well selected, and should be of use to parents, and group leaders, as well as to teachers.

The child above who is handling the nutrition problem with such earnestness is portrayed by A. Louise Spaulding in The Nervous Child and His Parents by Frank Howard Richardson, Putnam.

FOR THE teacher who is interested in keeping the September vim of her pupils straight through the dull days of winter come two recent publications in the field of health education. Teaching Health in Fargo, by Maude A. Brown, (Division of Publication, The Commonwealth Fund, 578 Madison Avenue, New York City, price $1.50) describing with attractive illustrations and concrete suggestions, the unusual and effective work done in the Fargo schools during the five-year period of that city's health demonstration. And from C. E. Turner and Jeanie M. Pinckney comes a new health reader for fourth-grade children (In Training for Health, D. C. Heath and Company. Price $.72) which needs no introduction to those who have followed earlier volumes in the authors' series.

Courtesy The Open Road, Inc.

A FIVE million dollar endowment fund to carry forward activities on behalf of peace education in the schools and to provide better coordinated work between conventions was planned by the convention of the World Federation of Education Associations at Geneva during the past summer. The convention drew a careful line between supplying facts and spreading propaganda, insisting that information about other peoples and governments as a basis for international good will, and about available means for the amicable settlement of international disputes are the two desirable avenues for "peace education."

A feature of the convention was the "peace exhibit," which emphasized "the expansion of the individual, not the shrinkage of the world." Included in the exhibit was a children's library of nearly 2,000 volumes, chosen in each country from books which are dear to children or which have been written by children. A number of countries had school displays. Delegations to the conference from China, Japan, India and Persia are planning an Asiatic regional meeting next winter. The 1931 convention of the federation will probably be held in Honolulu.

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When Nurses Consider Mental Health

By GLEE L. HASTINGS

THE lady in the blue uniform came to see the sick baby and incidentally looked at little Annie's teeth. What is more natural and more opportune than that she should be able to advise little Annie's mother not only as to the need for a visit to the dentist but also about handling the lively temper tantrums that the child kicked up when she was asked politely to open her mouth? Coming into a house in the crisis of illness, the nurse has a unique opportunity to feel the whole family atmosphere and to sense its underlying difficulties; and by the fact of her help in time of need, she is in a strategic position to offer advice or to tell them where to turn for aid in troubles that may be of far greater ultimate importance than the physical illness which brought them to send for her. Beyond that, her nursing itself becomes broader and deeper through her realization of the problems of mental health and of the close correlation between physical ills and emotional maladjustment.

Employing a mental hygiene supervisor, and planning a program consisting of conferences with the staff and supervisors, case discussion, and lectures will not make trained psychiatric social workers out of the nurses, nor is such a result intended. The essential thing is to give the nurse enough of a psychiatric point of view to help her approach the family problems she encounters with quickened powers of observation, and more intelligent understanding. The intelligent nurse with mental hygiene principles and methods of child training, can often be of very real service herself to the puzzled and harrassed mother. It is essential, however, that she be able to differentiate between the kind of behavior problem that she may attempt to handle in the home, by advising the mother, and the more serious conditions which need expert care and should be referred without delay to a special child guidance or psychiatric clinic.

Thomas' difficulties, for example, have been smoothed out by a Henry Street nurse working in close harmony with the mother. Thomas is an alert youngster of five, who was as stubborn and irritable as can be imagined in the days before the Henry Street nurse took him in hand. He made his mother's life quite miserable by refusing to eat most of the food that she knew was good for him. Each mealtime was a battle at the end of which the mother had fussed and stormed in vain and Thomas had eaten just what he wanted, no more and no less. Physical examination showed that, aside from being a little underweight, Thomas was in good general condition.

The nurse suggested to the mother that she conceal her solicitude and anxiety: let Thomas go without a meal or two until he became really hungry. She was warned not to whip him, as she had done on several occasions when she became too exasperated. Thomas himself received a "gold star chart" on which to record the days when he had taken his full quota of milk and green vegetables and cereals. At the end of two months, Thomas' mother was happy, for Thomas had liked keeping the chart and watching the gold stars multiply. It was no particular fun to go hungry when no one was bothered or upset by his refusal to eat, and he even was mildly interested in the fact that he had gained several pounds.

Donald, who is ten and lives on the lower East Side, has been referred by the nurse to a child guidance clinic for study and treatment. Some two months before Donald came to the attention of the nurse, his family had noticed a change in his conduct and disposition. He became sullen, would not answer when spoken to, was disinterested in play, started to dislike school, and became very resentful of any show of parental authority. He would sit and stare into space for long periods, or would go up on the roof of the tenement and stay for hours, alone and moody. Always before he had been a cheerful little boy who enjoyed playing around with his numerous brothers and sisters. The nurse did not know what to do with Donald, but she did recognize that here was a child who needed the special help that a child guidance clinic could provide. One of the trained psychiatric workers from the clinic is supervising this boy at the present time.

A visiting nurse going into the home for one purpose may discover, if she reacts to that intangible but nevertheless very important thing called "atmosphere," that the ostensible patient is not the prime problem in the family. On the other hand, if the nurse is not particularly alert and has not been trained to observe the entire family situation, she may do a technically perfect piece of nurs-

Changes in the job of the visiting nurse have been frequent and varied since Lillian D. Wald and Mary Brewster groped their way up a dark tenement in New York thirty-six years ago to care for a sick mother and started the evolution of the many-sided work of the Henry Street Visiting Nurse Service. Recently that organization has been experimenting in a still further field, with the cooperation of the National Committee for Mental Hygiene, to see how the public health nurse may add an understanding of mental hygiene to the many other factors, physical, social and economic, with which she must deal in her own work or through others'. The experimental period proved so successful that the board of directors have assumed full financial responsibility for a mental hygiene program.

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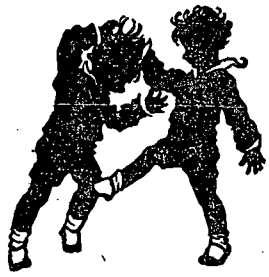
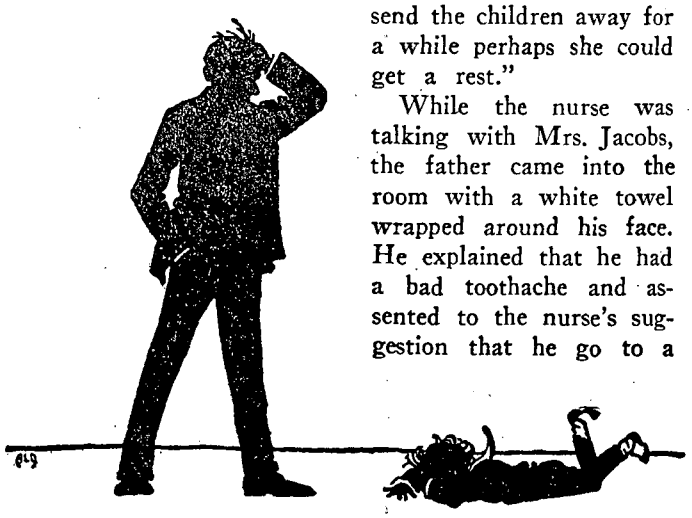


ing work, go away satisfied with the results of her visit and fail utterly where a real grasp of the situation is concerned. In the case of the Jacobs family the result of the nurse's insight has been both an emotional and physical rehabilitation of the whole family.

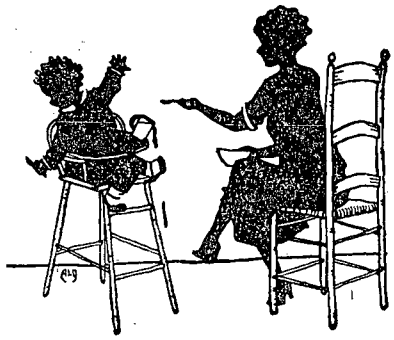
The young Jewish woman who appeared at a Bronx office of Henry Street one day early last summer was very anxious to have something done for her two little children aged five and three. "They are sick—my children—so white and so thin. They cry all the time and they don't sleep well at night. Can't you send them to the country for a vacation?" The supervisor agreed to send one of her staff nurses to visit the home and see the children.

The following day the nurse called. She found the Jacobs family living in four dark, scantily furnished little rooms in a poor, tumbledown tenement. Everything was quite neat and clean, but everywhere were evidences of poverty and of desperate effort. The nurse inspected the children. They were pretty little youngsters—a son of five and a little girl of three. They were somewhat undernourished but they did not seem sick or in greater need of country care than the many thousands of other little children cooped up in the city tenements who need a chance to play in open fields and to race over country hills. It did not take many minutes of conversation with Mrs. Jacobs before the nurse realized that it was the mother, not the children who needed attention.

Mrs. Jacobs could not talk quietly to the nurse. She moved here and there about the little kitchen as she told how the children made her so nervous that sometimes she thought she could not stand them another minute. Sometimes she would get so upset and "mad" with them that she would "yell and holler" and the two youngsters would hide in one of the dark closets until the storm had subsided and they dared venture out again. She was always quite healthy and could control herself until her last pregnancy when she was very depressed and wanted to do away with herself and escape from all her troubles. About six months before she had had a spell of blindness which lasted for a few hours; her doctor told her was "just a case of nerves and hysteria." Everything irritated her. She did not like her husband any more, although he was good to her. She had no friends among the neighbors. "If only she could send the children away for a while perhaps she could get a rest."



While the nurse was talking with Mrs. Jacobs, the father came into the room with a white towel wrapped around his face. He explained that he had a bad toothache and assented to the nurse's suggestion that he go to a dentist. The toothache was not keeping him away from work, as he had a night job as cook in one of the little diner-wagons that stood on an empty lot near the elevated station. The nurse seemed sympathetic so he confided that times were hard, for he made only twenty dollars a week.



The nurse left the tenement home feeling that here was a family that she could not know immediately. She must plan to return again for she felt that something in this home was badly out of tune. The children were not the real problem. How about that nervous, high-strung, hysterical mother and the father with the intelligent eyes and the twenty-dollar job?

At the next visit, ostensibly for the purpose of checking up on the children, Mr. Jacobs again appeared with the towel wrapped around his head. "Do you still have that toothache?" queried the nurse. "I might as well show you, I guess," he replied, and unwound the towel, revealing the scarred and mutilated left side of his face and a huge discolored, misshapen ear which made the nurse shiver. Then he told her how he had been employed as a chef in a restaurant, how his face had been badly burned when the fat flamed up, and afterwards he could not get a job. It had been hard on the wife to run the house on twenty dollars a week when she had fifty before. At the time of the accident they had been married about a year and had only one baby, but afterwards the other baby came too, and that made things all the worse. They had to move to cheaper quarters into a crowded, noisy neighborhood. His wife had a hard time. She had come from a family of refinement in comfortable circumstances in Vienna, and she was only thirty-one years old right now. He did not blame her for being irritable and upset. He understood why she did not love him as she did before; no woman could want a man around when he was as ugly as he had become. She needed a little fun in her life and she wasn't getting it. That was why she was to cross with the children and nagging at them all the time.

The nurse arranged to have Mrs. Jacobs examined in the psychiatric clinic of one of New York's hospitals. Mrs. Jacobs kept the appointment and was especially pleased when the psychiatrist asked to have her two children sent away for a vacation, not so much on their own account as to give their mother a better opportunity for recuperation and relaxation. The psychiatrist reported a diagnosis of anxiety neurosis—hysterical type. He wanted to talk with the husband, and since Mr. Jacobs was working at night this was a fairly easy matter to manage. When Mr. Jacobs appeared at the clinic with his mutilated face, the psychiatrist called a surgeon in consultation and the suggestion was made to Mr. Jacobs that he come into the hospital and let the surgeon repair his face and ear. The man was pathetically willing. Within a few days he was occupying a free bed at the hospital. In the meantime the social service department of the hospital had sent both little Jacobs children to the country for several weeks.

The operation was most successful. Today, Mr. Jacobs

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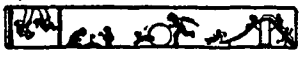
would never attract attention on account of any facial disfigurement. Following a period of convalescence, he returned to his old job at thirty dollars a week instead of twenty, and later had another raise of eight dollars; now he is employed in a better class restaurant at fifty dollars a week. The children came back from their long sojourn in the country plump and robust. The mother is much more happy and normal in every way. During Mr. Jacob's stay in the hospital she visited him every day, and now that he has been restored to a normal appearance she has lost her old feeling of repulsion for him. The financial strain of the family has been greatly lessened.

It sounds almost like a fairy tale, too good to be true, but the fact remains that the Jacobs family has been made over because a nurse went into the home who could see beyond the immediate problem of the children in whose stead she had been asked to call; who knew enough of mental and emotional situations as well as of physical illness to feel the wraped atmosphere of the Jacobs home; who was interested enough in her work to take the time to enlist the cooperation of the hospital psychiatric clinic, and together with the hospital staff, to work out a plan that has brought results.

Certainly the public health nurse needs the additional equipment for helping her patients that a background of mental hygiene training and instruction can provide her. Given this new weapon with which to combat the problems she encounters, she will prove herself a scout and valuable helper in the field of mental hygiene, and especially in its preventive aspects.

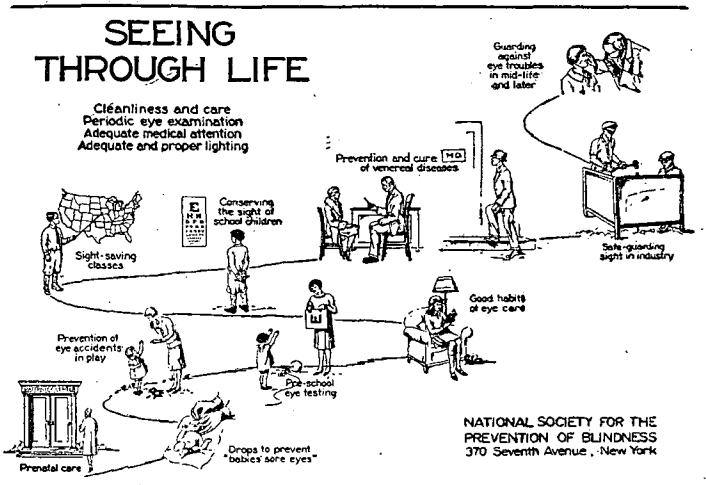


THE DECORATIONS on the preceeding page are by A. Louise Spaulding in The Nervous Child and His Parents by Frank Howard Richardson, Putnam.

WHAT MENTAL hygiene is, and how the lay reader may gain an understanding of its general philosophy and background is the subject of a pamphlet by Dr. Frankwood E. Williams, medical director of the National Committee for Mental Hygiene, published by the American Library Association as No. 16 in its Reading with a Purpose Series. After a brief statement of the mental hygiene movement and program, Dr. Williams lists and discusses five boks helpful for the general reader. The price of the pamphlet is 35 cents in paper, 50 cents in cloth, with special rates for quantity orders.

NEWTON, Massachusetts, long known for its interest and success in school health programs, is the subject of a monograph issued by the school health bureau of the Metropolitan Life Insurance Company in answer to many requests for definite and detailed descriptions of good and going work in this field. The study on which the monograph is based was made by Jean V. Latimer through the Department of Hygiene and Public Health of the University of Michigan and under the direction of a subcommittee of the company's distinguished Advisory Educational Group. Earlier monographs in the same series (for details write the Metropolitan Life Insurance Company at 1 Madison Avenue, New York) are A Practical School Health Program, Diphtheria Immunization in Schools, Hand-washing Facilities in Schools, and The Teacher's Health.

HOSPITALS IN the United States, represent an annual expenditure of almost a billion dollars estimates Michael M. Davis in a recent study, Hospital Administration: A Career, made under a grant from the Rockefeller Foundation. Their invested capital is at least four billions, while they are responsible for the occupation of more than 600,000 persons, the care of 12,000,000 sick people annually, the education of the medical and nursing professions, and intimate relations to the sciences and arts dealing with the study, treatment and prevention of disease. Yet no systematic training for hospital administration is now available in any educational institution. Mr. Davis believes that the fundamental present need is for a research institute in hospital and clinic administration established in at least one university of standing. This would develop the educational material needed for practical training and academic work, and actually furnish training to students. Curricula in hospital administration under university auspices, adapted to undergraduate students, are also needed in several parts of the country, especially for training superintendents of small hospitals.


SEEING THROUGH LIFE
Guarding against eye troubles in mid-life and later
Cleanliness and care
Periodic eye examination
Adequate medical attention
Adequate and proper lighting
Prevention and cure of venereal diseases
Conserving the sight of school children
Sight-saving classes
Safe-guarding sight in industry
Good habits of eye care
Prevention of eye accidents in play
Pre-school eye testing
Prenatal care
Drops to prevent "babies' sore eyes"
NATIONAL SOCIETY FOR THE PREVENTION OF BLINDNESS
370 Seventh Avenue, New York

FROM THE current annual report of the National Society for the Prevention of Blindness comes the picture-program reproduced above. The society has enlisted the co-operation of four hundred agencies in the national and international campaign to prevent blindness which has evolved from the original modest program of a New York state committee to cut down the amount of "babies' sore eyes" at birth. Among the activities which are special concerns of the society at the present time are the extension of the use of safety devices to prevent eye-accidents in industry and of "sight-saving" classes in the schools for children with defective vision. There are now 318 such classes while it is estimated that approximately 5,000 are needed in American schools.

WHILE PEOPLE are looking for brilliant medical discoveries to make life safer and longer they often ignore the tested knowledge and experience of the present, as Health Commissioner Shirley W. Wynne pointed out again in a recent analysis of deaths in New York City. Care, common sense and what we now know of medical treatment could save 3,000 of the 8,250 babies who die each year in New York, Dr. Wynne estimates, probably 345 of the 1600 two-year-olds and so on all the way up the age line, till the age group 45-64, in which he estimates that a minimum of 2,000 of the 23,000 deaths are postponable. In all probability 15,000 lives could be spared each year in this one city by the effective application of medical knowledge now available. Measures advocated by the health commissioner to prevent this unnecessary loss include: prenatal care to ensure the birth of healthy children; breast feeding of babies; scrupulous cleanliness in homes and workshops; immunization against diphtheria and smallpox; caution to avoid accidents; learning how to keep well rather than how to get well when sick; consulting a doctor periodically while apparently well and following his advice regarding habits of living; rest, recreation and work in proper proportions, sufficient food, fresh air, and sunshine; avoidance of self-medication and quackery.

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The Education of Clients' Children

By HELEN GLENN TYSON

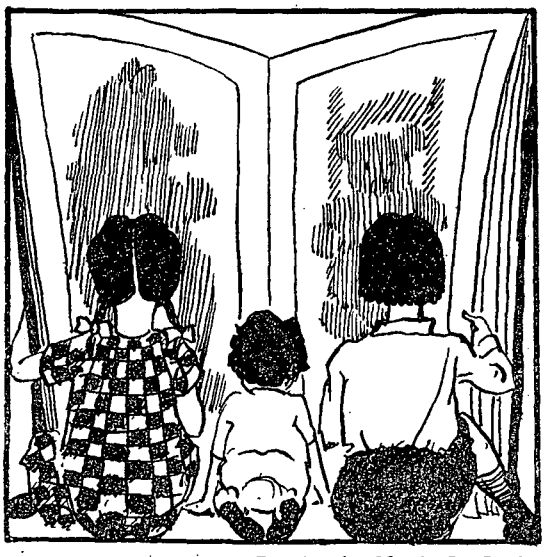
FOR years discussion has been carried on about the education of the dependent child away from his own home. At the one extreme stands the educator, who asserts that the only known antidote for dependency is training, and that a dependent child must be given every educational opportunity he is capable of taking, even university training; at the other extreme is the poor director, who usually assumes without question that every dependent child, promising or dull, must go to work as soon as he has reached the legal working age. In this discussion, strangely enough, the educational standards for the dependent child in his own home have not been included. The failure of family agencies to establish such standards has probably been due to the fact that their clientele is a more shifting group than that of the children's institution or agency; that the worker usually must concentrate her efforts on the most pressing problems in the family, such as the desertion of the father, and so is apt to ignore less obvious needs; and that decisions as to educational opportunities for children are still generally regarded as the parents' prerogative, no matter how ignorant or even defective the parents may be. As a result, the case workers' claims to "individualize" the child, in the treatment of the family, have rarely been related to the minimum standards of child welfare that agencies have adopted generally in their progress of service and relief.

Several years ago an inquiry was made of the best family agencies in half a dozen large cities as to their policy regarding the education of dependent children in their own homes. In no case were clearly defined standards discovered. One agency assisting a large number of families over a long period of years, claimed—and, no doubt, honestly believed—that only in the rarest case was a child obliged to leave school to earn. When the children in that agency were studied, however, one child in three between the ages of fourteen and sixteen was found to have been obliged to leave school to work, although in the population of the county at large only one child in ten between those years was at work. Of 103 children at work, 88 had been taken from school when they were exactly fourteen.

Children in dependent families are subjected to deprivation and emotional strain that may cripple them for life quite as definitely as if they had suffered a physical handicap, such as a crooked spine or a twisted foot. It is a common experience for a case worker to find that a child loses a year's work in school during the months of the mother's illness or the father's desertion. The need of an antidote for these destructive trends in the home is the challenge to case workers; unless it is furnished, delinquency, truancy, retardation and industrial inefficiency are almost sure to result.

Since the school is the most continuous and stabilizing influence in the child's life outside of the home itself, the child's progress in school is perhaps the best index of his general adjustment and development. The Jewish Family Welfare Association of Pittsburgh, under the direction of Doris L. Victor, has long been interested in the educational problems of dependent children. Last year a study of the children for whom the agency was most clearly responsible, with special attention to their school progress was undertaken, primarily for practical uses in guiding case work policy. It attempted to answer two questions: How do the children in the dependent families of the Jewish Family Welfare Association compare in school progress with other children of the same ages? What is the present educational policy of the organization, not in terms of ideals, but in actual practice, toward these dependent children?

AT any one time during the last year there were approximately 1,000 children, in about 400 families, for whom the agency had a measure of responsibility. In some of these families the contact is slight and temporary, in others very close, and lasting over a long period of years. Obviously, all these children could not be included in the study. Therefore only families were included where the need for service and relief bid fair to continue for at least the next six months. That is, families in "chronic" need of service and relief were selected, because not only analysis but individual treatment was sought.



Drawing by Marcia L. Snyder

In all, schedules were obtained for 260 children of school age from 103 families. Three-fourths of the families were recipients of continuous relief and most of them are totally dependent on the organization. The remaining 25 families were heavy service cases and received intermittent relief. Analysis of the socio-economic status of these 103 families showed that the father seldom played a constructive part in the nurture and training of the children. In approximately three-fourths of the cases he is dead or living away from the family group. The burden of responsibility that

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the mother must carry in these homes is indeed heavy, and frequently her own lack of education or inability to speak English is an added handicap.

A SIMPLE schedule covering various points in the child's development was filled out by the case worker. Perhaps the one new element in this plan lay in the leisurely personal interview of the worker with each child, apart from the rest of the family. In many instances the worker felt that for the first time she had gained a clear impression of the child as a separate personality in the family group, with his own perplexities and aspirations. Frequently, even in this initial interview, the worker was able to make suggestions that could be immediately followed out in developing the child's outside resources, through libraries, art and music schools and the like. After this interview, the report of the child's school progress was obtained directly from the school itself, in every case in which the worker had not already obtained it.

When the ages and school grades of these children were secured, it was found that approximately 80 per cent of the children are up to grade or accelerated, while only 20 per cent are below grade. The usual definition of school progress was applied: that is, that a child of fourteen or younger should be ready for high school; the thirteen year old, at least in the seventh grade, and so on. However, if a child was in the first grade at the age of seven he was not counted as retarded.

There seems to have been no recent study of retardation in the public schools of Pittsburgh, so the general data on school retardation gathered by Dr. G. D. Strayer and published by the Federal Bureau of Education, was used for comparison. Certainly the fact is striking that, while according to that study only 4½ per cent of all school children are above grade, more than 30 per cent of these Jewish children were accelerated; and while a third of all children are retarded, only a fifth of these children were below grade. Yet these children come from overcrowded homes, in the poorest parts of the city. The families are under severe economic pressure and frequently have non-English speaking parents, yet it is evident that in the main the children stand well in academic achievement. Whether this rating is due to the fact that they are Jewish children with a special cultural heritage, or that they have been "case-worked" so carefully, or both, may be open to surmise!

IN attempting to meet the responsibility of the agency to these school children, the forms of service must of course take different lines. In the accelerated group of seventy-eight children (30 per cent of the total), 54 were accelerated one grade, while 24 (9 per cent of the whole group studied) were accelerated two grades or more. For the very bright children, the service consists in seeing that no impassable barrier is thrown across their path, and especially that the economic pressure in the family is not so severe that the child's school career is blighted. These children can usually be depended upon to fashion their own futures.

In the retarded group of 53 (20 per cent of the total), 37 children are retarded one grade, while 16 are retarded two grades or more. In this latter group are the children who will be the social liabilities of the future, unless they are trained according to their ability, or, in some cases, institutionalized for life. Even here there are some children who have become retarded because of severe emotional disturbances or health defects. Forty-six of these retarded children were given psychometric tests under the supervision of Dr. Florence Teagarden of the University of Pittsburgh. Two were found to have intelligence quotients under 70, and would seem to be definitely feeble-minded; 5 more were borderline (70-79 I.Q.) and 15 dull-normal. The remaining 24 were of normal intelligence with three showing superior intelligence (I.Q. 110). It is certainly evident from these findings that a number of these retarded children can be at least brought up to grade with patient and skillful work, and almost all can be trained for self-support.

In the group of 122 children who were up to grade (almost half the total number), 18 were making excellent or very good progress and may push into the accelerated group; 84 were progressing in a normal and satisfactory way; while 27 are failing badly and may join the retarded children unless the source of their failure is discovered. These "normal" children, too, require individual study and guidance.

THE gap between ideals and practice in family agencies in relation to child care is frequently so wide that careful consideration was given to the actual educational policy of the Jewish Family Welfare Association as it is now applied. The following statements are true in the light of present procedure:

No child between fourteen and sixteen, in these dependent families, has left school to work. This is true of dull children as well as bright, on the realization that early adolescence affords the child his one opportunity to receive training for life. When a child of these years is doing badly at school, he is placed in a trade school or is offered some other educational opportunity.

The school progress of the children is one of the first concerns of the agency, and is regarded as one of the best indices of successful case work.

High school children with satisfactory records are always encouraged to graduate even though substantial relief must be continued until that date.

Vocational guidance, including a mental test, is provided for almost all the children.

When a child desires higher education and has a school record that warrants it, he is expected to be self-supporting, but every effort is made not to hamper his school progress by too heavy demands for family support. Scholarships or other aid are frequently secured.

In brief, then, the children in these dependent families compare most favorably in their school progress with other children; and the policy now applied tends to give each child a real opportunity for education according to his ability.

The social agencies of today are rapidly becoming not only channels for the expression of human sympathy in the relief of immediate distress, but laboratories for the study of the needs of society as well. When this newer responsibility is accepted by the family agency, certain questions immediately arise in regard to the children in its families. Is the agency caring for a group of children that will develop into adequate citizens, or is it fostering economic and social failures? Will the dependent children of today be dependent adults tomorrow, parasites of a relief society, dull, ignorant, and untrained? Or are the money contributions to family welfare applied in such a way that they will pay dividends in the future as well as relieve misery in the present? In any effort to study the sources of self-help and social values within the dependent family itself, it has become more and more evident that intelligent service must be concentrated on the growing children; that it is as true of the individual family as of society at large that the child is the future.

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Back From Over the Hill

By ALEXANDER JOHNSON

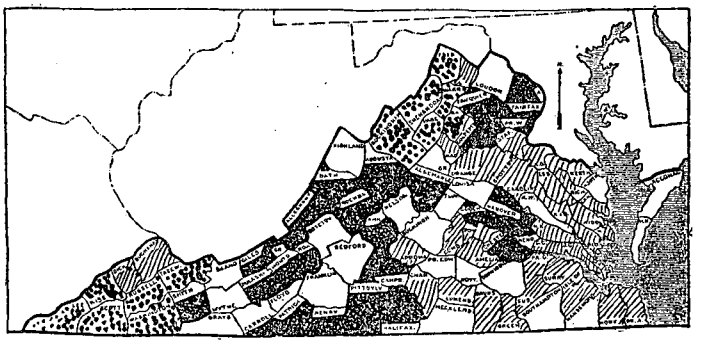
IT happened that when the National Conference of Social Work was in session in Richmond, in May 1908, the board of state charities, which had just been created by the legislature, was about to choose a secretary. Neither the newly appointed board nor the governor had much idea of the importance, or the possible usefulness, of the new arm of the government. But with the conference in session in the city, social reform was in the air. Any sort of thing which could bring together so large and notable an array of people as was then holding its meetings, was probably worth consideration. Meanwhile, certain politicians were considering the new job as a nice little plum. They had chosen a man to give it to; a good natured, rather popular, active, party-worker; a man who had no social vision and very little education but who could be depended on to swing his district.

At a reception to the conference in the governor's mansion, Mrs. Swanson met Amos Butler, first secretary of the Indiana State Board of Charities, and got him into the Governor's private office. Governor Swanson knew that the Virginia law had been copied, almost verbatim, from that of the Hoosier State. He took the opportunity to ask what the Indiana board had been able to do. After listening to the story of nearly twenty years' successful work, he said, "Why the man we have picked out won't do at all." The next day the place was offered to a capable man of just the right character and experience, Dr. J. T. Mastin. He accepted and came to the conference to see the man who had convinced the Governor. Mr. Butler was an excellent teacher for an apt pupil. Virginia started out on the right road and kept on it.

When Dr. Mastin began his work the almshouses in Virginia were no worse and no better than in many other states. Here is a description of five of them, by no means the worst:

> These dormitories are quite old, in very bad condition, and peculiarly ill adapted for almshouse purposes. The walls and ceiling are falling, floors are bad, there is no bath that can be used, no screens, no fire protection, no provision for occupational employment, recreation or entertainment.
>
> Five two-room cottages, about seventy-five years old, in very bad condition.
>
> Two small frame houses without equipment and in bad condition.
>
> A two-story, old, dilapidated frame house in very bad shape throughout and poorly furnished.
>
> Two old cottages and one two-story frame house in fairly good condition.

The condition of the inmates matched the housing. Anything like good order or discipline was the rare exception. Old and young, filthy, diseased, epileptic, insane, able-bodied, feeble-minded, huddled together without classification, sometimes even without separation of the sexes. The food was poor in quality and worse in cooking and serving. The farms were mostly run down and half cultivated. The sick were usually left to the care of some old pauper woman hardly able to care properly for herself. Yet in spite of the wretched conditions, the cost almost everywhere was excessive. Of course there were exceptions. Some superintendents and matrons were intelligent and humane. Some county boards were sympathetic and liberal. But the general average was low.



In the 24 black counties almshouses have already been consolidated into district homes, while in the 14 dotted areas consolidation is under way. In the 42 counties marked with diagonal lines almshouses have been replaced by modern methods of relief

It seemed a hopeless task to get all these places brought up to a decent standard. There were a hundred of them. The board had no authority to order the counties to do anything; it had to work by suggestion and persuasion. The history of this board, now the department of public welfare, is a fine illustration of what can be accomplished in an intelligent American community by a public agency without mandatory powers, when it is conducted by men and women of the right insight and spirit.

Early in his term of office, Dr. Mastin conceived the idea that the hundred almshouses might be consolidated into a few district homes, which could be run at no more total expense, and perhaps at even less, than the many small places; that the character of the employes might be raised as their necessary number was reduced; that something like hospital methods might be introduced; that the farms might be reduced in size but used to better advantage. It took time to get his views across. To do away with a hundred small political jobs did not suit the peanut politicians at all. But he and his successors persevered, and in 1918 the general assembly passed a consolidation act. This allowed two or more counties or cities to sell their almshouse property and unite to establish a district home for the aged and infirm. Each city or county in the combination was to contribute a share of the initial cost pro rata of its population; the maintenance cost was to be paid by each according to the number of inmates it sent, and the homes were to be run by boards consisting of one representative from each corporate body combining.

The act was permissive, not mandatory. Immediately after it became law several attempts were made at consolidation, without success. The education of the public had only begun. Petty politics and sectional feeling were strong. It took eight years of patient effort to overcome these obstacles. Not until 1926 was the first consolidation effected.

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But even before the first district home was built the efforts of the department began to bear fruit. So much attention had been called to almshouse conditions that county boards began to act. Some of them closed their almshouses and depended on outdoor relief and some used boarding-out. Many of the worst cases of sickness were sent to hospitals. The department promoted local boards of welfare and social work showed its value. The net result of the whole effort has been that the county almshouses of Virginia are rapidly becoming things of the past. The pauper has come back from over the hill.

SIXTY-SEVEN of the 100 county almshouses have disappeared, 24 by consolidation into modern district homes with hospital facilities, 42 by complete discontinuance and the substitution of boarding-out systems, out-door relief and hospitalization of the county charges. Two additional consolidations, comprising 14 counties, are well under way. The remaining 19 almshouses likewise will be discontinued or absorbed into county homes.

Promoters of the district plan hoped that the paupers could be given good care at no more cost than under the old wasteful system. But the results show not only a high standard of care, but actually an unexpected saving in money. As nearly as can be determined in the absence of uniform systems of accounts, the average monthly cost per inmate is $30 in the remaining almshouses, while in the district homes, with facilities of a hospital, it is approximately $20, according to a recent report by Arthur W. James, director of the bureau of city and county organization of the department.

What the Virginia department of public welfare has accomplished for the care of the aged and infirm is part of a record in every department of social work of which the state may well be proud. The excellent conduct of this department from its inception is one of the many hundreds of fine by-products of the National Conference of Social Work. That interview in the private office of Governor Swanson in May, 1908, is an incident to which one can look back with considerable satisfaction.

The Convicts We Kill

By RAYMOND MOLEY

WHAT seems to me the most significant statement ever made on the subject of capital punishment appears in a simple array of facts and figures, without argumentation, recently issued by the North Carolina Board of Charities and Public Welfare (Capital Punishment in North Carolina. Special Bulletin No. 10. Raleigh, N. C., 1929).

This unpretentious publication includes a brief history of punishment by death in North Carolina, figures as to the number of persons convicted of capital crime since the electric chair came into use in 1909, distribution by race, education, occupation and marital status, a statement of the character and amount of lynching during the same period and a series of twenty-six detailed case histories of persons recently sentenced to death for capital crimes. In nineteen years, 200 persons—199 men and one woman—were committed to the state prison for capital crimes. Negroes numbered 149, whites 51. Ninety-four met death in the electric chair, 71 for murder, 21 for rape, and two for burglary in the first degree. Of the 94 electrocuted, 81 were Negroes. Among the 200 persons sentenced to death, 142 were totally illiterate. The average age of the 200 was 30.38 years.

The most significant part of the study consists of recent histories of persons who, according to the authors, do not represent a selected group. Here are twenty-six men who were convicted of capital felonies and sentenced to death. They were carefully examined by apparently competent persons connected with the state board of charities. Fourteen of them rated below ten years in intelligence according to the Binet-Simon scale; eight more rated between ten and thirteen years, four months; while four were classified by the examiners as suffering from some constitutional mental disease. Thus this group consisted almost entirely of persons of defective or deficient mentality. It should be added, however, that twenty-one received commutation of sentence. This does not indicate that the sample selected was unusual because those who were executed were apparently as defective as those who were spared. Of the five who were executed, one was suffering from paranoia dementia praecox, another had a mental age of four years with psychopathic tendencies, a third is classified as feeble-minded, a fourth had a mental age of five and was classified as psychopathic, while apparently the most responsible member of the group of five was a Negro whose intelligence was that of an eight year old child.

PRESUMABLY one of the strong arguments for retaining capital punishment, especially in states containing a large proportion of Negroes, is the assertion that to abolish capital punishment would increase lynching, but the statistics of the report fail to sustain this claim. Lynching seems to be dying out in North Carolina. During the period in which lynchings have been declining executions for capital crimes also have become less frequent, particularly with regard to the crime of rape. There have also been more commutations since 1924, when there have been no lynchings. Apparently, capital punishment is inflicted in the main upon the illiterate and the defective. Its so-called "example" value in North Carolina comes down to what is provided by the execution of the mentally retarded and defective. If this means anything, it says to the normal persons of the community that they will not suffer the ultimate penalty, while to the defective and retarded members of the community, it is reasonable to suppose that the force of example is not particularly vital.

One is moved to deep pessimism as to the administration of criminal justice in the United States when he reflects that a large proportion of these 200 persons condemned to death were not responsible by any test of common sense, nor in many instances by any test of law. What should be said of prosecuting officers, presumably the product of some sort of legal education, who bring about the indictment and conviction of persons suffering from mental disease which even a layman ought to recognize? What justification is there for trial judges who complacently permit this to happen? Why should there be legal rulings governing insanity at all if the appellate courts are willing to permit them to be violated with impunity? The pessimism, however, is to some degree dissipated when it is considered that in this state there is a board of charities and public welfare sufficiently courageous to stand sponsor for such an array of facts, and a state university with the resources and the courage to carry through so significant a study.

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Neighborhood Music

By BRUNO LASKER

IF you have seen Elmer Rice's prize play, *Street Scene,* you will remember the music students going in and out of the first floor apartment where the genial Italian oboe player and his wife, the statuesque German piano teacher, reside. And if you were near enough to read the smaller type, you might possibly have discovered on the shingle, under their names, the words: "Music-School Settlement Method." For in our popular city neighborhoods, the Cinderella of the music world has indeed become queen; and today the teacher who has no diploma from one of the more famous conservatories may confidently lean on association of a sort with the local music-school settlement.

Frances McElwee McFarland, who has contributed a study of the musical activities in thirty-eight neighborhood houses to the settlements' study of the Welfare Council of New York, displays samples of all the stages in the development of these activities—from a group of thirty young women who, without training or leadership, meet on the roof of one of the neighborhood houses in summer to sing, to the fully equipped separate music school, with a professional faculty, ensemble classes, orchestras, elective courses in appreciation, and a large variety of opportunities for individual instrumental and vocal training. But the budgets of musical activities and the extent of specialization are by no means the only signs of the degree to which the love of music is taken seriously as belonging in a settlement. One of the houses which shares its premises with a music school under separate auspices, while it spends very little money directly on music, nevertheless enjoys the best of talent in connection with its dramatics and folk dancing; and even the jazz music used for its social dancing is "the best of its kind." Another house, unconnected with any music school, is cultivating music "in connection with almost all activities." When certificates were presented to the graduates of an English class for foreign-born, the Bohemian group gave a musical program that was much appreciated; and "the singing heard in connection with the mothers' club was delightful." In yet another house, the musical energies of the members are concentrated upon an orchestra which, "although only two years old, has become a feature in the life of the house and the neighborhood," and in addition to giving two concerts every month during the winter and a weekly roof concert during the summer, "has also assisted in several important house activities, such as the circus, one of the settlement's chief events, requiring many rehearsals."

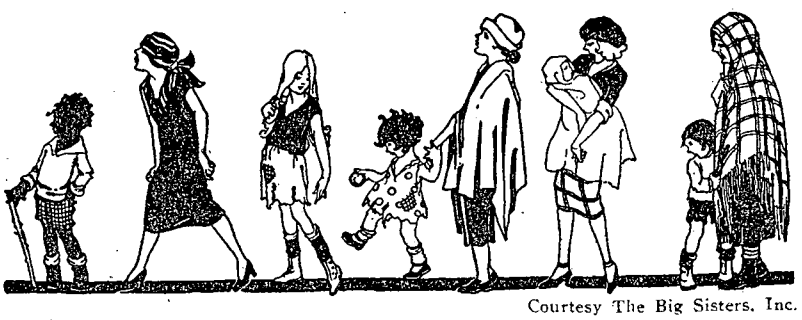
On the other hand, the provision for musical instruction of a kind by no means signifies a genuine love of music. In too many houses it is easy to see that music, though time and effort and room are given to it, is not taken nearly as seriously as basket ball or the weighing of babies:

> A combination of poor equipment, lack of supervision and organization in one house seemed to make all musical effort a total loss. The volunteer teachers were giving their lessons under impossible conditions. During one piano lesson heard, children ran in and out of the room slamming the door, talking loudly, and the noise in the hall was overwhelming. The piano was hopelessly out of tune, with several "dead keys." The teaching was in keeping with the surroundings.

Although for practical purposes the report distinguishes between music-school activities and the development of social music, it makes one feel the inter-relation of the two concerns: it is almost impossible for a settlement which cares for good music as a part of its general recreational and educational program not eventually to hold itself responsible in some form or other for the musical training of gifted members. And it is even more difficult to think of a music-school settlement or a music department in a settlement which entirely neglects to extend its interest to some of the typical social concerns of the neighborhood. "The music-school," we read about one of the houses, "receives from and contributes to all of the activities of the house—the health service, the posture clinic, the domestic science department, physical education, the art school, the Poets' Guild, the department of drama."

Two influences seem in the main to determine the relative share of music in the life of a settlement: the musical traditions of the neighborhood itself—or rather of those national groups that make up the settlement clientele—and the musical taste of the head worker or some other resident worker. At one of the settlements, the musical director had induced the children to learn at home some of the songs which their parents knew from the old country, and the result was a concert program consisting, in part, of folk songs not to be found in any published collection:

> The success of this effort to preserve folk music thus brought to America and to give the children and their parents a mutual interest was dramatically evidenced when a mother suddenly rose, walked out before the audience and, with shining eyes and in a voice vibrant with emotion, exclaimed, "Not a million dollars would I take for what my boy gets here for nothing."



Courtesy The Big Sisters, Inc.

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The lesson of this story, however, is that the existing interest of the adult neighborhood here was taken as a point of departure only; for, the account continues:

> The last number of this program was a Bach Chorale, sung with beauty of tone and evident understanding and enjoyment. It was hard to believe that only a few months before the "vulgar" boat song was the pinnacle of musical knowledge of at least a considerable proportion of this chorus.

As for the attitudes of the settlement workers, we must distinguish, of course, their love of music *per se,* and their interest in music as a means toward something else. In the case just quoted, for example, it seems that for the head resident the emphasis in social music lies on the word "social":

> The greatest results have been observed in the changed attitudes of all ages and conditions of those who have come in contact with the activity. . . . This method of social approach through music has helped greatly to break down race and language barriers. . . . We are conscious of a degree of friendliness hitherto not experienced.

But even here the purely musical results are not undervalued: social music, we are told,

> has brought a fineness of culture to groups of boys and men as well as of girls and women. It has brought to our whole work a richness and depth which is very apparent.

The best results, it appears, are secured where members of the musical faculty are themselves settlement residents or, at any rate, share in the interests of the other workers. In so far as settlements pursue their old aim of bringing together for mutual enrichment the cultural gifts of different groups and classes in the community, they will look upon musical activities as an almost necessary part of a diversified program. There seems to be a greater danger at present of excessive specialization—with all this implies in the discouragement of simple experiments by volunteers and the substitution of vocational objectives for the more inclusive aims of settlements—than of neglect. In this age of competition it may seem more worth while to equip a few gifted neighborhood boys and girls for a musical career than to enrich, in a more modest way, the lives of many by developing their musical tastes or giving them means of musical self-expression within the limits of their talents. Mrs. McFarland's report, by clearly setting forth the separate claims of social music and of individual instruction, should make it easier for the smaller houses to use their resources in ways that best reflect the settlement perspective. Where means are very small, it may be wiser to have good singing at camp under a competent leader, and good victrola records for social dancing, than to have teachers of mediocre ability teach more youngsters to pound out sickly *pièces de salon* on pianos so poor that they could not be traded in by their erstwhile suburban owners.

Outlying Shopping Centers

JUST as the city planners are pioneers in the field of better city design to meet the complicated problems of this machine age, so the National Conference on City Planning is best known as the forum for the presentation and discussion of planning principles and practice. From the abundance of significant material presented at the last conference held in Buffalo in May, The Survey here presents a synopsis of a paper by J. C. Nichols, developer of the Country Club District of Kansas City, on outlying shopping centers, prepared for us by Flavel Shurtleff, secretary of the conference.

ALTHOUGH the central retail business areas of our cities represent the highest real estate values of the community and these areas should forever remain the dominating business sections in each city, yet there are many factors which are contributing to the rapid growth in number and size of *outlying* shopping centers in practically all of our large cities. Among these factors are the following: first, downtown automobile congestion; second, the advent of picture shows outside the business district; third, the building of large apartment houses and family hotels which create new centers of population; fourth, automobile transportation, gradually scattering the city's population; fifth, the development of chain stores; sixth, the moving of many large office organizations to these outlying urban sections; seventh, the introduction of bus transportation within cities and their rural areas.

As a rule, these shopping centers are insignificant in size in the beginning and do not receive the attention of municipal authorities. Delay in providing streets of proper width and blocks of proper size, and suitable arterial approaches will entail an immense cost in making future readjustments. Up to the present time the appearance of these centers has been generally unsightly. More attention should be given to the general layout and the architectural control of such centers. We should avoid a repetition of the downtown congestion under which most of our central business areas are laboring today.

In the building of a number of outlying business centers in the Country Club District of Kansas City, we have tried to follow certain principles which we offer as suggestions:

All streets should be at least 100 feet in width with a paving width of 60 feet on the minor streets and 72 feet on the major streets so as to permit diagonal parking and the movement of an ample number of lanes of traffic.

Diagonal parking handles about two and one-half times as many cars as parallel parking and affords a much more rapid movement of cars in and out of parked position.

Provide interior loading and unloading courts for the handling of all deliveries and the provision of alleys of at least 26 feet in width.

We dedicate approximately 50 per cent of our land for street area, thereby increasing the amount of parking facilities and reducing the percentage of land to be occupied by buildings. Shorter blocks make quicker movement of trade from one part of the center to the other. We endeavor to overcome the pedestrian objection to frequent street intersections by the use of pedestrian aisles of safety on all street corners, which not only greatly assist the pedestrian

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but help control and direct the movement of vehicular traffic.

We believe it is wise to limit severely the height of the buildings. We are endeavoring to have no buildings more than two stories in height in any of our shopping centers. To reduce the traffic demands upon the street we believe it is wise to develop an outlying center horizontally rather than vertically and possibly limit the buildings to a height of two stories unless the ground values are so great that they may demand taller buildings. We question the desirability of large office buildings in an outlying shopping center and believe that such structures should be somewhat removed from the retail districts of such areas. The all-day parking needs of office organizations seriously conflict with the parking needs of shoppers. We estimate that one all-day-parked car absorbs space which otherwise would be used by approximately 24 store patrons during one day.

We believe the massing of trade in radiating blocks is preferable to the string-street type of suburban development.

Parking stations should be included as part of the development of outlying shopping centers. These stations can be made a pleasing combination of the utilitarian and the beautiful by making them look like a park from the outside and yet use the interiors for cars.

All tenants and their employes should be required to park their cars at all times within these stations in order to leave street space available for patrons.

Groups of neighborhood stores should be separated by at least half a mile and groups of stores supplying a general trade should be concentrated at larger centers from one to two miles apart.

Small open squares or plazas or space for fountains or other ornaments add attractiveness and appeal and contribute to the beauty of the city as a whole.

Careful consideration should be given to the arterial relation of the outlying shopping centers to the street system of the city as a whole.

Zoning laws should be rigidly enforced.

It is possible to make outlying shopping centers distinctive in appearance and individualistic in design and layout, affording character and color to the general appearance of the city. Cleanliness and good order, and reasonable uniformity in design, height and elevation will go far to make our cities more attractive and will produce a practical beauty of great though intangible value to any community.

Community Councils On the Job

ANY city contemplating the establishment of a community council would do well to study carefully the report entitled Community Councils in Action —A Bird's Eye View of Thirty-three Councils of Social Agencies, prepared by Arthur Dunham, Secretary, Child Welfare Division of the Public Charities of Pennsylvania, and distributed by its community service.

Thirty-three community councils in the United States and Canada cooperated by answering a prepared questionnaire. Of the cities whose councils were studied four have a population of 1,000,000 or over; six a population of over 500,000 and less than 1,000,000; while seventeen cities and one county have a population of more than 100,000 and less than 500,000 and but five cities a population of 100,000 or less. From the very nature of the questions included, the replies were necessarily descriptive and illustrative rather than statistical so that the conclusions drawn are in the form of an outline indicating certain significant tendencies, rather than a series of tabulations.

From an analysis of the material, the author concludes that the specific objectives for which such councils are organized are: first, to secure the necessary factual basis for sound community planning and action; second, to promote group thinking and joint planning; third, to gain the advantage of concerted action, through co-operative services and otherwise; fourth, to increase the effectivenss of the work of individual agencies—that is, to improve standards of work; fifth, to increase public understanding of what is being accomplished and of what needs to be done in social work; and, last, to help to secure adequate support from the public for both public and private social work.

Although as stated it is not possible to tabulate with exactness the degree of success achieved by each council, many concrete results appear. They include studies made by several councils, cooperation promoted among the member agencies, the improvement of standards, the establishment of new activities, all of which, it is shown, were effected through the direct efforts of the councils, and are offered as testimony to the value of the council idea.

Mr. Dunham draws certain important conclusions. To quote from his report:

> The community council occupies a strategic position in the community as regards social statesmanship and community engineering. How much has been done in certain instances and how much may be done is suggested by the pictures of council programs and council accomplishments which have been presented.
>
> The modern community council is not merely a colorless confederation of delegates whose chief function is to discuss. The effective council of today has individuality, personality, leadership, and a program as definite and vital as that of any agency in the community.
>
> The effectiveness of a council depends to a large degree upon adequate professional leadership and staffing, which in turn depends upon adequate budgeting. It does not necessarily depend on whether or not it is connected with a community chest.

Besides offering a suggestive program for new undertakings, this study should prove of service to those organizations which attempted to analyze their own work in order to answer Mr. Dunham's searching questions.

THE STUDY of the city's playgrounds over a period of thirty-nine months recently made by the Los Angeles Playground Department, followed by the application of principles drawn therefrom by the same organization to its own playground, proves that through a careful analysis of accidents, and the introduction of a program of safety education, reinforced by the efforts of a "safety patrol," playgrounds can easily be made much safer places for children than most of them actually are. While during the first 24 months of the study no particular safety plan was in operation, in the last 15 months this was not the case. The comparative accident figures during this time are significant. During the first period with an attendance of 3,724,483 there were 76 accidents, or 2.04 per 1,000, compared to a total of 83 accidents or 1.27 per 1,000. Since during the first period all necessary *mechanical* safeguards to prevent accidents were used, it was concluded that the adoption of the safety patrol plan, checking careless play and unsafe practices on apparatus, was responsible for the reduction in accidents during the final 15 months, together with the introduction of new methods of using the apparatus and the general campaign to influence patrons to "think safety."

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Books in Our Alcove

Decorations from the Oxford University Press Juvenile List

The Fruits of Science

THE STRUGGLE FOR HEALTH, *by Dr. Richard H. Hoffmann. Horace Liveright. 341 pp. Price $3.50 postpaid of The Survey.*

THE struggle for health, as Dr. Hoffmann means it, is the age long attempt by man to discover the nature of his own organism and the diseases that attack it. His friends and how to encourage them, his enemies and how to foil them. The Struggle for Health then is a history of medical science and its advances written in simple non-technical language for the general reader. The book is well done, vivacious in style and sound in doctrine and statement.

Having said so much, I may perhaps be allowed to vent my ancient spleen and dissent somewhat from one or two of Dr. Hoffmann's basic ideas. The first is an error into which medical authors of today fall almost without exception. I was very careful to pick my words when I said that Dr. Hoffmann had written a history of medical science. I did not say a history of medicine. The progress of clinical medicine is not included in these pages. Dr. Hoffmann assumes that the great advances in the conquest of disease were made by noble men working in laboratories. They were not. These noble men produced the science of human biology. Which is very little helpful. The conquest of disease which means the actual understanding of disease processes and especially methods of treatment was accomplished by clinicians. Which means largely quacks and apothecaries and midwives and barbers and astrologers and wise-women and bone-setters and simples-brewers and attendants in bath houses and herb doctors. Most of the help humanity has had through the ages came from these people, not from the scientists. Such useful knowledge as we have of all the great human afflictions—the perils of childbirth, pernicious anemia, insanity, diabetes, heart disease—came as the accidental discoveries of people who liked to mess around with the sick. Scientific medicine has had a very empty triumph. People ask scientific medicine today housed in its great palaces, for bread and they get a stone. They pay for a cure and what they get is a diagnosis. People have always gone to the healer who had the largest number of secret remedies. They still do. They always will. And they are right so to do. Second, I object to Dr. Hoffmann's smug assumption that science can do no wrong. That the fruits of science are always beneficial. They are not. The fruits of science are like the forces of nature. They cut both ways, for good and evil. The water of the river will refresh you or drown you with equal imperturbability. Thus the fruits of science. Take gunpowder! Gunpowder was a fruit of science. So far as I am able to judge its influence has been purely malign. Thus let us regard a moment surgery. Dr. Hoffmann emphasizes that through the development of anaesthesia and asepsis, surgery has been made safe and easy. And at the end of his chapter on surgery he records a series of its dramatic successes. In the interests of truth a series of its failures might have been put down but they weren't. And I don't mean its mass failures such as the treatment of cancer. I mean its personal failures, such as young people dying from surgical operations performed *for diseases not themselves fatal.* The fruits of science have made surgery entirely too easy. "I tell you, Colly, chloroform has done a lot of harm," says the old doctor in Shaw's play, "it has enabled every fool to be a surgeon." Amen.

And the last chapter, The Soul Reveals Itself, stirs doubts in me. I suspect that the soul is still at large and still coy. But the announcement of its revelation has sent owlish young medical graduates out into the world, with copies of *Zur Einführung des Narzissmus* under their arms, smiting neurotics hip and thigh. The results of their "scientific treatment" are often quite droll. As a consequence of solid clinical experience I am prepared to venture the opinion that scientific soul-setters are more dangerous than so many gorillas armed with razors.

But all this is quite by the way and does not interfere with a delightful book. It is quite possible that I am wrong and Dr. Hoffman is right—that surgeons are scientific and psychoanalists wise.

Kansas City, Mo. LOGAN CLENDENING, M.D.

For the New Schools

THE CHILD AND THE WORLD, *by Margaret Naumburg. Harcourt, Brace. 323 pp. Price $3.50 postpaid of The Survey.*
YOUTH IN A WORLD OF MEN, *by Marietta Johnson. John Day Company. 305 pp. Price $2.50 postpaid of The Survey.*

SOME reader of The Survey more literate than I can perhaps supply the name of the author who in the course of ruthlessly bluepenciling the manuscript of a young aspirant in story-telling, objected particularly to the phrase, "She swore like a fish-wife." The great man's marginal comment was, I believe, "Trot her out, man, and have her swear!"

Writers on education, or indeed on any subject whatsoever, would do well to heed this advice. Truths that might move mountains lie buried, tons of paper deep beneath wordy abstractions and dull exposition. The major prophets point the way by means of homely parable and human instance. Their lesser followers, unsure of aim perhaps, seek the stuffy upholstery and showy trappings of learning. Yet throughout the centuries, men treasure the parables, but speedily forget the weighty sermons.

Margaret Naumburg's book, of course, is addressed to that selected group of school patrons who love intellectual dissertation for its own sake. She and her workers in the Walden School in New York City have returned to an ancient faith in the need of developing the inner life of the individual. It is a faith that needs reaffirmation in this modern day of externality and social standardization. And rather better than many places holding to a similar belief, the Walden School has succeeded in nurturing this inner growth, in helping the child set his emotional house in order, while at the same time

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approximating a very high standard of intellectual and social development. The records of the school would amply illustrate how this is achieved. And for the average parent or layman, a book made up of such simple instances, stripped of pedagogical or psychoanalytical verbiage, would be immensely instructive.

Instead, and very unfortunately instead, I think, Miss Naumburg has chosen to clothe her message in a series of wordy dialogues in which the Director, or School Psychologist, plays the part of Infallibility, and discusses solemnly and with no trace of humor, the new education and its relation to psychoanalysis, behaviorism, human types, Gestalt Psychologie, aesthetic theory and the like. It is brilliant talk, well documented and freely based on the most recent and widely acclaimed books in the field of psychology and philosophy. There can be no question either that its central thesis is profoundly true. So true indeed that it requires no weighty argument whatever—merely exposition in understandable and human terms.

IF it might be said that Miss Naumburg over-intellectualizes her thesis, then certainly Mrs. Johnson swings completely to the other pole. She is of course the older and more seasoned rebel of the two. For more than two decades she has been demonstrating through her schools in Fairhope, Alabama, and other places, that children have a right to be understood and treated as children, not as miniature adults; that the principles of sound and normal growth must be studied and education fitted to this great end. Possessed also of a real gift for oratory and a rich and overflowing personality, Mrs. Johnson has carried the message by word of mouth from one end of the country to the other. And now someone has persuaded her to put this lecture material into book form. It is easy reading, quite naive and entirely innocent of expert or studied thinking. By sheer intuition, Mrs. Johnson has come upon many truths important to childhood and normal development. She is of course at complete outs with the whole system of recitations, grading, marking and promotion. No child should ever be permitted to fail. "We must concentrate on human ends." This principle is carried out to most radical extremes. Colleges should automatically open their doors to all young people of the appropriate age who seek entrance. The work of each year should determine the next step, the upper school work being a continuation and outgrowth of previous work. The lower school would then make demand on the high school, the high school on the college. Never *vice-versa*. Social maladjustment, poverty, economic ills all arise from arrested development in individuals. If the schools could minister to the needs of growth, we should have fewer such arrested cases.

It all sounds, of course, a bit too easy, too quick. Fairhope graduates, however, acquit themselves creditably in colleges and higher institutions, and are splendid unspoiled human material besides. I wish Mrs. Johnson had chosen to write about these young people. They far more than her loosely slung together notes would argue powerfully for the validity of many of her theories.

Palo Alto, California AGNES DE LIMA

College or Not?

THE EDUCATION OF THE MODERN GIRL, *by Mabelle Babcock Blake. Houghton, Mifflin Co. 219 pp. Price $3.00 postpaid of The Survey.*

"IN no professional or business group anywhere," says President Neilson of Smith, "have I found a loftier level of intelligence and intention than prevails among the Headmistresses of Girls' Preparatory Schools." In *The Education of the Modern Girl* a group of these women discuss with authority our present education for women. The authors are surprisingly unanimous:—they are without exception kindly toward the idea of preparing all but the exceptional girl for college; toward athletics for women—even organized, competitive athletics; toward student participation in school control; and toward that spiritual exaltation of membership in a group which in current educational talk takes the place formerly held by "religion."

One chapter in particular—College or Not—is valuable to parents of an adolescent girl. It answers definitely and thoughtfully that most trying of questions, "What qualities make a girl temperamentally fit to undergo the collegiate experience?"

The authors speak freely and well of education as it is undertaken in their schools. But their view is necessarily partial and incomplete. They assume, for example, that college is only for those who possess a high type of scholastic aptitude. They state that "for the majority of our daughters the college training is by all odds the best system America has yet evolved for attaining the true aims of education." Yet the colleges to which these schools send their girls demand so high a type of scholastic aptitude that the girls who are admissible form but a minute fraction of the vast mass of high school graduates in the country. Accordingly another question affects more parents and is still more urgent: "If I do not send my daughter to college, what other education can she get?" To that question this book offers no answer. Yet women whose aptitudes and interests are not chiefly academic are—even in families of culture—the majority. They need a higher education—if one suited to their needs were offered, they would be serious in pursuing it. As yet no training has been accepted as socially the equivalent of a college education. To provide this higher education is the cardinal need of modern American education. Of the attempt to meet this need and of that whole vast movement which in the state universities in the West is redefining the purpose of a college education, these schools and their heads form no part, and their *Education of the Modern Girl* is silent. The authors speak deeply, with authority, and often with inspiration on the ends and aims of the exclusive girls' schools of the East—nothing more.

These girls' schools have a high standard of achievement. Little has been published of their methods. And so teachers in other fields will read eagerly the challenge of the introduction:

> Should the course of studies be made to agree with the taste that comes easily within the ranges of the capacity of the individual pupil or should the taste be ignored and the curriculum framed to develop precisely these powers with which nature has been most niggardly? How is one to avoid encouraging the quick mind to loaf without driving the slow one too hard or depriving it of its due share of leisure? How can we try out the student's preferences now here, now there, with some result in greater breadth (it is hoped) but with a certain loss through scattering and superficiality? . . . How is this to be overcome without risk of the pupil's getting into the wrong line and missing his forte? These are some of the fundamental difficulties which the schools and colleges are trying to overcome.

These are indeed questions on which teachers all seek light. Yet teachers who read *The Education of the Modern Girl* for the answers will be disappointed. The book is a symposium. Each chapter is a general essay on a wide question—each discusses aims, purposes, and ideals, not methods. And as these general purposes are already generally accepted, the book is a clear and authoritative affirmation of the *status quo*, not an attempt to solve freshly the problems that beset those who are trying to help educate the modern girl.

Principal, Ethical Culture School HERBERT W. SMITH

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How Canton's Employes Take Part

By J. L. TUTTLE

AN important part of a community fund campaign is the solicitation of the employes of the large manufacturing plants and commercial houses. This is particularly true in an industrial city like Canton, where four-fifths of the subscribers and over one-fourth of the amount subscribed come from the employe group. The solicitation of these people calls for a special division of the campaign organization. The plans commonly used are:

Persuade the management to make the solicitation within the firm and to follow it up by having the pledges collected through payroll deduction, or by someone within the firm.

Permit the employes to be solicited as a group by campaign workers, with the encouragement and moral support of the management, and if possible, have the collections made within the firm.

Failing in these efforts, solicit the employes as individuals.

The collection of employe pledges also requires a good deal of work in the fund office, and the subscriptions are subject to a higher percentage of loss than the general pledges. If the firm can be persuaded to make the solicitation and then to follow it with payroll deductions, the loss is small, and the plan has been considered to be about ideal. If the payroll deduction plan is not followed, but someone in the firm takes an interest in collecting the payments, the returns are fair. If the management is unsympathetic, and the collections have to be made by individual statement from the fund office, the loss is high.

Furthermore, in plants employing several hundred or several thousand men, the loss of time incident to the conduct of an annual campaign is no small item. If the work is to be done efficiently, it must be assigned to high-powered and highly paid executives. Then there is the time consumed in the plant itself in making the solicitations and in discussions of the fund or the relative merits of the organizations participating in it. If the employe happens to be doing piece-work, this results in a loss both to himself and to the firm.

TO overcome these defects, the so-called civic fund plan for the support of welfare work was conceived by some of the officials of the United Alloy Steel Corporation of Canton, in 1925, and is now in operation in eighty-two Canton companies.

Briefly, the plan did away altogether with solicitations in the plant, and substituted a running payroll deduction of 4/10 of 1 per cent, 40 cents on $100 of wages, each pay day so long as the person remained in the employ of the company.

The accumulated fund was to be administered by a board of trustees elected by the employes from their own number, chosen in such a way as to give representation to the various departments, and the treasurer of the company was to act as treasurer of the fund.

Three-tenths of 1 per cent, or three-fourths of the money collected, was to be subscribed each year by the trustees, to the community fund campaign, in the name of the employes. The remaining 1/10 of 1 per cent, or one-fourth of the fund, was to be subscribed to capital account campaigns of organizations in the welfare federation, which are permitted not oftener than once every two years; or be used to build up a reserve for contingencies or catastrophes, such, for example, as calls of the Red Cross for disaster relief.

The plan was to include every one on the payroll, from the executives down. The employes were guaranteed against any further solicitation within the plant for welfare purposes, except that officials and executives in the higher salaried groups were to be open to solicitation by the big gifts committee or junior big gifts committee of the community fund, for subscriptions in addition to their civic fund quotas. Naturally, among the larger incomes, 4/10 of 1 per cent would not be carrying one's share of the responsibility or meeting one's ability to give. The civic fund was to have no connection with, or effect upon, donations made by the company itself.

THE plan was submitted to the employes of the company, and received almost unanimous approval. No one who voted against it was compelled to participate; neither was there any discrimination against an employe because of his negative attitude. However, as new workers were engaged, it was made one of the conditions of employment that they accept the civic fund plan.

For the employe the plan saves the annoyance and embarrassment of being approached on the job by a solicitor. It guarantees that there will be no further solicitation for charitable purposes at the place of employment. It saves to the employe paid on a piece-work, tonnage or commission basis, the value of production lost by interruption of solicitors. It overcomes the difficulties involved in labor turnover. One begins to pay when he starts to work and his obligation ceases when he leaves the employ of the company. No one is missed in solicitation because he was not working at the time of the campaign. No follow-up collection work is necessary when one leaves the company, and there are no pledges that have to be cancelled. It catches the itinerant worker and slacker who would otherwise escape without doing his part. It spreads the responsibility evenly and makes the payments so small they are not missed.

For the employer the plan eliminates the necessity of individual solicitation of employes once, twice or oftener each year. It saves the time of high salaried supervising executives in the conduct of the campaigns. It eliminates lost time in production.

From the viewpoint of the community, the plan distributes

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equitably the burden of caring for the poor and unfortunate among the greatest number of self-supporting citizens; correspondingly decreases the individual contribution of those who gave under the old plan; and correspondingly increases the interest of the citizens in the social service needs of the community. It stabilizes income for charitable purposes and means larger sums for the support of welfare work. It reduces in a very marked degree the labor and expense of sending out thousands of statements for small amounts from the community fund office. It greatly reduces the work of solicitation of the campaign army.

The plan has one weakness: it is possible for the more highly paid employe, if he is so disposed, to contribute less than his just share towards the support of community welfare. The important executives are well known. More likely than not, they are working on the big gifts or minor big gifts committee themselves, and are making generous contributions. A little further down the scale, however, there may be others who are not so prominent, who may be subscribing inadequately. One way of keeping a check on this situation is to have some official of the firm who is familiar with salary schedules, provide the community fund office with a list of the people who ought to be solicited in addition to their civic fund contributions.

The civic fund plan has increased the number of employe subscribers, the total amount subscribed, and the size of the average subscription, and there is practically no loss from uncollectibles. Over 16,000 employes in eighty-two Canton companies are subscribing to the Community Fund under this plan. In the 1928 campaign, the average pledge from civic fund companies was $5.39; in non-civic fund companies, $2.96.

Harrisburg Breaks Loose

By CARTER TAYLOR

IN its community chest giving Harrisburg has been pegged at around $270,000 for the last eight years. Many local people interested in social work have said that Harrisburg was a $270,000 town and must conduct its social work program accordingly. In 1927 the amount raised by its chest, known locally as The Welfare Federation, was $270,100.22. The 1928 campaign would have resulted in almost the same figures if at the closing dinner one citizen had not personally underwritten the $20,000 needed to reach the campaign goal of $291,000. This year the amount raised was $361,000, 25 per cent more than the year before. The campaign goal was oversubscribed by over 10 per cent and would have gone much higher if the lid had not been clamped down by those in charge. Campaign workers were prohibited from going back on the last day of the campaign to get additional amounts which had been promised by many people.

For those whose knowledge of geography has been neglected, let it be stated that Harrisburg is the capitol of Pennsylvania, and has a population of about 100,000. The community is a conservative one, and its people are no more ready to increase their gifts to charity than are the peoples of most places. The campaign goal was set at $333,000 this year, as against $291,000 raised the year before. With one exception the high goal was to take care of normal increases in the services of the agencies which make up the federation—an additional visiting nurse, increased family relief, the growing needs of the character building agencies, and a new item of $7,800 to provide pensions for blind mendicants to make it unnecessary for them to continue begging on the streets of the city. This was hardly enough to provide a challenge which would account for the big gain in contributions this year. An analysis of the campaign returns shows:

1. The gifts from people of wealth took a sharp turn upwards this year. Heretofore there had been only two gifts of as much as $5,000. This year there were ten. Last year there were 42 gifts of $1,000 and over totalling $85,214 and this was about the average for other years. This year there were 45 gifts of $1,000 and over, totalling $108,837. In other words, those able to contribute $1,000 and more gave $23,623 more than last year, or an increase of over 27 per cent.

2. The gifts from wage-earners collected through the employe division of the campaign more than doubled those of previous years. This was due in part to the "Five Dollar Pledge-Card" plan used this year—a card which had $5 printed on it. In connection with this special pledge-card, all firms included in the employe division were asked to tell their employes that if they felt unable to contribute as much as $5 to the Welfare Fund, they would not be asked for a contribution because if anyone were honestly unable to give as much as $5, the payments of which could be spread through the year, such an one should not be asked to support the welfare program. In order to safeguard from being over-urged to sign the $5 pledge-card, word was broadcast that if anyone in any firm felt that he had been forced against his better judgment to contribute $5, he would be refunded his contribution by the Federation office and the transaction treated confidentially.

The special $5 pledge-card met with almost universal approval throughout the employe division. It eliminated many small gifts from workers who were unable to contribute and who should never have been solicited in previous years. A post-campaign check-up showed that firm heads, foremen, and workers favored the idea of a minimum $5 pledge for next year. The campaign analysis showed the following:

	1928	1929
Number of gifts between $5 and $25	5,124	13,883
Amount of gifts between $5 and $25	$36,520	$86,883

It can be seen that this year the number of gifts in the $5 to $25 class increased almost 9,000 and the amount of money obtained increased $50,000. The workers attribute the increase largely to the use of the $5 pledge-card.

3. The third point of interest is that the total number of subscribers jumped from 35,545 to 39,492, an increase of about 4,000 contributors. The increase was entirely in adult contributors which in a community of about 25,000 families, with the federation plan only 9 years old, is somewhat remarkable.

Once again it has been demonstrated that a community chest city need not stay pegged at any set figure. Three things are needed to make a city raise its standard of giving. First, a sound program which can justify the amount it is desired to raise. Second, have backbone enough to go out seriously for the amount really needed. Third, careful organization of the educational and soliciting campaigns.

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GOSSIP: of People and Things

THESE have been days of conflagration and perigrination for members of The Survey staff. While fire swept through $100,000 worth of timber in Montana and Idaho, The Survey office had its own little conflagrations—of a different sort. Three staunch lovers swept into The Survey office from the Middle West and married members of The Survey staff. Joseph Kinmont Hart, education editor of The Survey for many years and now on the faculty of the University of Wisconsin, married Frances Stuyvesant Uhrig on August 5. The romance started while Miss Uhrig was a member of the editorial staff. Later she served as assistant to Mary Anderson, advertising manager. It isn't every magazine that can boast a tie by marriage between these two departments; the business department is usually at least twice removed.

Lochinvar Number Two is Sumner Weil, who moved his stocks and bonds from Chicago to New York and showed his good sense by marrying Halle Schaffner, book review editor.

The Metropolitan Life Insurance Company is responsible for Number Three. For several years P. J. McNamara, of Illinois and Indiana, has been on the staff of the Metropolitan Life. For an equal number of years the Metropolitan has advertised in The Survey. What could be more logical, therefore, than that Mr. McNamara should marry Anna Muller, subscription expert of The Survey?

As for perigrinations—John Palmer Gavit and Arthur and Florence Kellogg are the furthest traveled; J.P.G. to Czecho-Slovakia, where he is gathering material for a special number, as he did a year ago for the special Graphic on Germany; the Kelloggs to Germany by way of Sweden; Loula Lasker and Dora Maxwell to Russia. From the Kelloggs in Berlin comes an Arthurian letter from which, after proper deletions, we quote:

"Last night we saw a well nigh perfect presentation of Die Fledermaus, done by Max Reinhardt, and tonight the Winter Garten. We have eaten in all the German places—or all there have been meals enough for so far, and are (one of us) and ought to be (the other) getting fat. Funny how you'll pick up a little snack at noon of soup and roast goose and dessert and beer and then eat a real dinner at night, with a bit of butterbrot and coffee at four.

"We had a rare time in Gothenburg. Being too lazy to radio for rooms we taxied all over a crowded little city and finally ended up in a small hotel where none but Swedish is spoken. It finally appeared that the porter spoke a little German with a Swedish accent, whereupon Florence trotted out her Swabish with a Kentucky accent and we landed a room. We ran into a big Amalgamated Bank party of 100 people for Russia, whom we had met on the boat, and were fed and beered delightfully at the restaurant in the public garden. Then we were shown around by another boat buddy, a Swedish lawyer from Seattle, who got us a straight Swedish dinner, a Swedish movie and back to the garden, still daylight at ten o'clock, to hear the band play and watch the Gothenbergers parade around.

"Traveling is very confusing. For a week, I had Swedish money in one pocket, Danish in another and German marks in a third. And no sooner do you learn in Sweden that an elevator is a *hiss* than it turns into something else again in Copenhagen, and then to a plain lift here in the Kaiserhof."

Paul Kellogg, on the other hand, traveled west to the National Conference of Social Work, as did Mary Ross, Anne Roller, John Briggs and John Kenderdine. On the return trip P.U.K. stayed for several days in the Southwest gathering additional material for a special Graphic on Mexicans North of the Rio Grande, Mary Ross, wearied by writing an eight page story of the National Conference (see The Survey for August 15) rested at Santa Fe and enjoyed what she calls a horizontal vacation. Beulah Amidon, Mollie Condon and Mary Anderson stayed in the office during July in order to verify the thermometer, then departed respectively for the Williamstown Institute, Westchester County and Connecticut. Leon Whipple spent the summer at Northwestern University, explaining to young journalists that (as *Life* says) if an actor bites a dog, it isn't news—it's publicity.

PENNSYLVANIA social workers are feeling the loss of Mary Bogue, state supervisor of the Mothers' Assistance Fund and former president of the state conference of social work. About a year ago Miss Bogue suffered a breakdown which necessitated an extended leave of absence and recently her resignation.

THE summer has taken its toll of Red Cross workers. William G. Kieb, life saving and first aid field representative, was accidently killed in Allentown, Pa., on July 25; Judge W. W. Morrow, one o the incorporators of the Red Cross, died in California in July; and the many friend of Egie Ashmun, on the staff of the San Francisco office, were deeply moved by her tragic death in August, commented on elsewhere in this issue.

Courtesy, First List of Oxford Books for Boys and Girls

"We taxied all over . . ."

ANOTHER social worker has become air minded. A year ago Amelia Earhart crossed the Atlantic by air. Now comes Mary Dua, Belgian social worker visiting the United States, who made her firs parachute jump over Long Island not long ago and was beautifully photographed for the Sunday rotagravure. We wonder what she thought about as she floated down; three thousand feet altitude ought to give one an interesting perspective on social work.

Girls' Protective Elects

AT its annual meeting at the National Conference of Social Work, the Girls' Protective Council elected the following officers:

Chairman: ETHEL CHERRY, New York

Vice Chairman: ELEANOR MCINTOSH, Minneapolis

Secretary-Treasurer: HARRIET GOLDMAN, Pittsburgh.

Executive Committee: STELLA MINER, New York; SABINA MARSHALL, Cleveland; FANNY MCMASTER, Boston; RUTH ROBERTS MIX, New Haven.

Elections and Appointments

REVEREND K. J. ALTER, formerly director Toledo Catholic Charities, has been appointed head of the National Catholic School of Social Service, Washington, D. C.

CLARA ANGEVINE appointed acting executive, State Bureau of Child Welfare, Connecticut, succeeding Maude V. Griffin, who resigned because of illness.

GEORGE H. AYLESWORTH, formerly superintendent Connecticut Junior Republic, new superintendent New Haven Boys' Club.

REVEREND JOSEPH F. BONNER appointed head of the Catholic Charitable Bureau, Lowell, Mass., succeeding Rev. Thomas Reynolds, transferred to Boston.

MARY CASSIN, R.N., formerly child welfare visitor Catholic Charitable Bureau, Bridgeport Conn., new supervisor of welfare of children placed out in Connecticut by New York Foundling Asylum.

ELIZABETH W. CLARK appointed first executive secretary, American Society for Cultural Relations with Russia.

EARL COOK, formerly with the Boys' Club of Dubuque, is now director of the Newsboys' Club, Toledo.

MARY CONCANNON appointed assistant to the director, Junior Red Cross, National Headquarters, Washington, D. C.

HAROLD COY, appointed to the staff of the Provident Association, St. Louis, Mo.

CONSTANCE CRAWFORD appointed executive secretary, Church Mission of Help, Diocese of Newark, N. J.

ROY M. CUSHMAN formerly director, Boston Red Cross Chapter, now executive secretary Boston Council of Social Agencies, succeeding Robert Kelso.

RUTH DANA, formerly with Boston S.P.C.C., now executive of the Bridgeport S.P.C.C.

M. H. DAVIS, formerly with Illinois Children's Home Society, now with Jefferson County Children's Home Society, Louisville, Ky.

MARY V. DEMPSEY, formerly statistician with Milbank demonstration Syracuse, N. Y., appointed to make study of occupational mortality by the U. S. Bureau of the Census.

EVELYN T. DERRY appointed educational and membership secretary Bridgeport Y.W.C.A., succeeding Marion Wing.

MRS. AGNES DORMAN, formerly with the Bureau of Associated Charities, Brooklyn, N. Y., appointed executive secretary, American Red Cross Chapter, Trenton, N. J.

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ANNE L. EDGERTON, appointed to staff of the Provident Association, St. Louis, Mo.

MABEL BROWN ELLIS appointed to assist Fred S. Hall in editing Social Year Book of the Russell Sage Foundation, New York.

DR. E. VAN NORMAN EMERY, formerly director, Child Guidance Clinic, Los Angeles, now assistant professor of Psychiatry and Mental Hygiene, Yale University.

HELEN FERRIS recently editor-in-chief of The American Girl, official magazine of the Girl Scouts of America, has joined the staff of the Junior Literary Guild as associate editor.

AUGUST FISCHER, formerly in charge of recreation work in Winter Haven, Florida, now Superintendent of Recreation, Lansing, Mich.

DR. A. H. FLICKWIR, appointed director of public health and welfare, Fort Worth, Texas.

ELLA J. GALPIN, formerly Social Service Department, Metropolitan Hospital, New York, now with Medical Bureau, Children's Aid Society, succeeding Janet Brown

CAROLINE GEORGE appointed financial secretary Protestant Welfare League, New York City.

ROY E. GILSON, formerly director of the Boys' Club of Buffalo, is now director of the Boys' Club of Detroit.

DR. J. J. GOLUB, formerly medical director, Beth Moses Hospital, Brooklyn, now administrator, Hospital for Joint Diseases, succeeding Oliver H. Bartine.

MRS. CORA GOODWIN elected chairman of the new South Texas chapter of the A. A. S. W.

ADA TAYLOR GRAHAM, formerly director, Bureau of Child Hygiene and Public Health Nursing, State Board of Health, Columbia, S. C., appointed executive secretary, Utah Tuberculosis Association, Salt Lake City.

GERTRUDE GRUEL appointed secretary and nurse, Blair County Tuberculosis Society, Altoona, Pa.

BYRON T. HACKER, formerly manager, County Welfare Board, Jacksonville, Fla., appointed field representative for Pennsylvania, American Red Cross.

CHARLES A. HARWELL, formerly principal, Thousand Oaks School, Berkeley, Calif., now director, Junior Red Cross work, Pacific Area.

LORETTA HATTON, formerly with St. Louis Children's Aid Society, now child welfare visitor, Catholic Charitable Bureau, Bridgeport.

LILLIAN S. HENDERSON appointed supervisor of state nurses, Illinois.

LILLIAN T. HENNESSEY, formerly director, Red Cross Service, U. S. Veterans Hospital, Northport, N. Y., now with Veterans Bureau.

JAMES HEPBRON, formerly with Criminal Justice Commission, Maryland, now executive director, Community Chest, Baltimore, Md.

RUTH HUBBARD, formerly educational director, Visiting Nurse Association, New Haven, Conn., now director, Philadelphia Visiting Nurse Society, succeeding Katharine Tucker.

SALLY B. HUGHES, formerly with New Haven Y.W.C.A., now dietician and cafeteria director Bridgeport Y.W.C.A.

MARY A. ISBISTER, formerly executive secretary, American Red Cross chapter, Spartansburg, N. C., now executive secretary, American Red Cross chapter, Reading, Pa.

ANNE JAMES, appointed financial secretary, New York League for the Hard of Hearing.

COMMANDANT HENRY JEWETT appointed director of Salvation Army at Bridgeport, Conn., succeeding Adjutant John Bloethe.

JEANETTE JONKMAN, formerly headworker at Sutton Place House, New York City, now headworker Hall Home Settlement, Bridgeport, Conn.

IRENE L. KAUFMANN appointed foreign finance and publicity secretary National Committee, Y.W.C.A., Tokyo.

A. LOUISE KINNEY appointed assistant director, Home Hygiene and Care of the Sick, Midwestern Branch, American Red Cross.

EUGENIA KLINEFELTER appointed assistant director, Public Health Nursing, Pacific Branch, American Red Cross.

PHYLLIS KOEPPEN appointed publicity secretary Milwaukee Y.M.C.A.

VICTORIA LARMOUR, general case supervisor, Diocesan Bureau of Connecticut, now acting executive secretary Catholic Charitable Bureau, Bridgeport.

HELEN LOUISE LERCH appointed visitor-in-training, Omaha Associated Charities.

DAVID C. LIGGETT, formerly director, Louisville Community Chest, now director, Indianapolis Community Chest.

MARGARET LIMBURG appointed publicity director, Hennepin County Tuberculosis Association, Minneapolis.

DR. ALLEN H. KRAUSE, appointed director, Desert Sanatorium and Research Institute, Tucson, Ariz.

DR. HELEN P. LANGNER appointed director, Child Guidance Clinic, Indiana University, Indianapolis.

MARGARET M. LOTHROP appointed assistant secretary, California Society for the Prevention of Cruelty to Children, San Francisco.

R. E. LUHN, formerly director, Community Fund, Terre Haute, Ind., now executive secretary, Community Welfare League, Holyoke, Mass.

GRETTA MACRAE appointed assistant secretary, Fort Greene district, Brooklyn Bureau of Charities.

MARIAN L. MCVEIGH formerly with Bureau of Associated Charities, Orange, N. J., now with Catholic Charities, New York City.

JEAN MATTHEWS appointed assistant head worker Hall Home Settlement, Bridgeport, succeeding Mrs. Helen Kuttner, resigned.

MYRTLE MAXWELL appointed to staff of Provident Association, St. Louis, Mo.

MRS. MORTIMER M. MENKEN has been elected to board of directors New York City Conference of Social Work and of the Lower East Side Community Council, New York.

ELIZABETH JANE MONROE appointed publicity secretary, Girls' Service League, New York.

MRS. MARY MORISSE appointed director, Red Cross Service, U. S. Veterans Hospital, Waukeesha, Wis.

BLANCH MUILENBURG appointed director, American Red Cross Service, U. S. Veterans Hospital, St. Cloud, Minn.

HILGA NELSON appointed director of nurses, Consolidation Coal Co., Fairmont, W. Va.

MARIA OSTROWSKA formerly with the Erie County Children's Aid, Buffalo, N. Y., now with Brooklyn International Institute

ERVIN C. POORT, formerly with the Community Fund, St. Louis, Mo., now with Big Brothers and Big Sisters, Milwaukee, Wis.

EDNA PORTER, formerly general secretary, Y. W. C. A., Houston, Tex., now with National Headquarters, Y. W. C. A.

ROSE PORTER, executive secretary Mothers' Assistance Fund of Allegheny County, Pa. (Pittsburgh) will become secretary of the Children's Council of the Community Chest and Council, Bridgeport, Conn., on October 1.

FRANCIS M. QUA elected president of Lowell (Mass.) Community Chest, succeeding Dr. Herbert E. Davis, who resigned after serving three years.

ALMA RATTINI appointed visitor-in-training, Omaha Associated Charities.

M. K. RECKORD, formerly assistant director, First Aid and Life Saving, American Red Cross, National Headquarters, Washington, appointed assistant director, Disaster Service.

HENRY T. REED, formerly American Red Cross field representative in Florida, now field director, U. S. Marine Barracks, Quantico, Va.

W. J. SANFORD, JR., formerly Superintendent of Recreation, Jacksonville, now in charge of recreation work in Dalton, Mass.

MARION SCHALLER appointed to organize clinic service at Grasslands Hospital, Valhalla, N. Y.

MARY B. SCOTT, appointed superintendent, Visiting Nurse Association, Fall River, Mass.

ALICE SHEFFIELD appointed assistant secretary, Flatbush district, Brooklyn Bureau of Charities.

EDNA S. SHOUP, formerly with Lakeside Hospital, Cleveland, appointed to organize department of medical social work at Memorial Hospital, Syracuse, N. Y.

SAMUEL SIBULKIN, formerly director, Jewish Big Brother Association, Cleveland, now director, Akron Jewish Center, Akron, Ohio.

DR. ALBERT WARREN STEARNS appointed Commissioner of Correction in Massachusetts.

ROSALIE SUPPLEE, formerly court worker, Department of Child Welfare, Westchester County, N. Y., now acting secretary, Bushwick district, Brooklyn Bureau of Charities, taking place of Miss Linge, on leave until November.

MARGUERITE SWETT, formerly recreational assistant, now director, Red Cross Service, U. S. Veterans Hospital, Portland, Oregon.

MRS. JANET K. THORSEN appointed executive secretary, Social Service League, Easton, Pa.

LONA F. TROTT, appointed assistant to the director, Public Health Nursing Service, Midwestern Branch, American Red Cross.

MARY W. TUCKER appointed publicity secretary, Richmond Community Fund.

BEULAH TURNER appointed industrial nurse, Doherty & Co., New York.

MARION VAUGHAN, formerly with Massachusetts Society for the Prevention of Cruelty to Children, now director of publicity and finance, New England Home for Little Wanderers, Boston.

HELEN WAGNER, formerly financial secretary of Hope Farm, now with Child Education Foundation, New York.

LOUISE WARE, formerly supervisor, Atlanta Society, now acting secretary, Red Hook district, Brooklyn Bureau of Charities.

PROFESSOR GAYLORD S. WHITE, elected Dean of Students at Union Theological Seminary, succeeding Rev. Dr. Charles R. Gillett, retired.

JULIA P. WILKINSON, appointed field secretary, American Nurses Association.

DEAN BRUCE WILSON, appointed special disaster field representative, Pacific Branch. American Red Cross.

DR. CARL A. WILZBACH, appointed assistant in health education work, Public Health Federation, Cincinnati, Ohio.

ALICE WINDISH appointed superintendent Bridgeport Protestant Orphan Asylum, succeeding Laura Simons.

ELSIE WITCHEN, appointed assistant director and tuberculosis supervisor, Public Health Nursing Association, Pittsburgh, Pa.

VICTOR S. WOODWARD has succeeded Charles C. Stillman as secretary of the Grand Rapids Welfare Union.

DR. CHARLES H. YOUNG, formerly superintendent, Presbyterian Hospital, New York, now superintendent, Mountainside Hospital, Montclair, N. J.

ADMINISTRATOR'S GUIDE

DIRECT-BY-MAIL

HOOVEN LETTERS, INC., 387 Fourth Ave., N. Y. C. Individually typewritten letters. Enormous capacity. Low prices. Complete service. Accounts anywhere handled. Completed letters returned by express for local mailing.

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Resignations

ALETA BROWNLEE and EVA HANCE have resigned from the staff of the American Red Cross, San Francisco office, to study next year at the School of Social Service Administration, University of Chicago.

ALICE CHAPMAN has resigned as case supervisor Bridgeport Family Welfare Society.

A. GERTRUDE DALY has resigned as executive secretary Catholic Charitable Bureau, Bridgeport, Conn.

ALAN P. JOHNSTONE, executive director, Baltimore Community Fund, resigned.

MARIA W. LAMBIN, executive secretary, United Parents' Association, resigned; to become Mrs. John Rogers, Jr.

FLORENCE E. LEDBETTER, visitor, Family Welfare Society, Savannah, Ga., resigned.

NINA H. LITTLE, Nursing field representative, Pacific Branch, American Red Cross, resigned; to be married.

MRS. LUCILLE MCBRIDE, director, Red Cross Service, U. S. Veterans Hospital, Portland, Oregon, resigned.

JEANETTE MCFARQUHAR has resigned as head worker Hall Home Settlement, Bridgeport, Conn.

DR. L. H. MARTIN, director of public health and welfare, Ft. Worth, Texas, resigned.

PURCELLE PECK, itinerant nurse, Pacific Branch, Red Cross, resigned, to travel abroad.

MARGARET E. RICH, of The Family, will leave to teach social case work this year at Tulane University, New Orleans.

ANNA E. RICHARDSON of American Home Economics Association on leave to attend educational conferences in Europe.

KATE W. RODGERS has resigned as field worker on the staff of the Community Welfare Federation, Los Angeles.

FRANK E. SUTCH has resigned as executive secretary Chester County Health and Welfare Council, West Chester, Pa., because of ill health.

ALEXANDER WILLIAMS of the United Parents' Association, New York, resigned.

MARION WING has resigned as educational and membership secretary Bridgeport Y.W.C.A.

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DIRECTORY OF SOCIAL AGENCIES

AMERICAN BIRTH CONTROL LEAGUE, INC.—Mrs. F. Robertson Jones, President, 104 Fifth Avenue, New York City. Purpose: To teach the need for birth control to prevent destitution, disease and social deterioration; to amend laws adverse to birth control; to render safe, reliable contraceptive information accessible to all married persons. Annual membership, $2.00 to $500.00. Birth Control Review (monthly), $2.00 per year.

AMERICAN FOUNDATION FOR THE BLIND, INC.—125 East 46th Street, New York. Promotes the creation of new agencies for the blind and assists established organizations to expand their activities. Conducts studies in such fields as education, employment and relief of the blind. Supported by voluntary contribution. M. C. Migel, President; Charles B. Hayes, Director of Information; Robert B. Irwin, Director of Research.

AMERICAN HOME ECONOMICS ASSOCIATION—Alice L. Edwards, executive secretary, 617 Mills Bldg., Washington, D. C. Organized for betterment of conditions in home, school, institution and community. Publishes monthly Journal of Home Economics; office of editor, 617 Mills Bldg., Washington, D. C.; of business manager, 101 East 20th St., Baltimore, Md.

AMERICAN SOCIAL HYGIENE ASSOCIATION—370 Seventh Ave., New York. To provide a better understanding of the social hygiene movement; to advance sound sex education, to combat prostitution and sex delinquency; to aid public authorities in the campaign against the venereal diseases; to advise in organization of state and local social-hygiene programs. Annual membership dues $2.00 including monthly journal.

ART EXTENSION SOCIETY, INC.—Lois Sue Gordon, Executive Secretary. The Art Center, 65 East 56th Street, New York City. Purpose,—to extend the interest in, and appreciation of, the Fine Arts, especially by means of prints, lantern slides, traveling exhibitions, circulating libraries, etc., etc.

ASSOCIATED GUIDANCE BUREAU, INC.—16 East 53rd Street, New York. Telephone: Plaza 9512. A non-sectarian, non-philanthropic child guidance bureau, employing highest social work standards. Supplies, trains, and supervises carefully selected governesses, tutors, companions, and play leaders. For information address Jess Perlman, Director.

CHILD WELFARE LEAGUE OF AMERICA—C. C. Carstens, director, 130 E. 22nd Street, New York City. A league of children's agencies and institutions to secure improved standards and methods in their various fields of work. It also cooperates with other children's agencies, cities, states, churches, fraternal orders and other civic groups to work out worth-while results in phases of child welfare in which they are interested.

THE CHILDREN'S VILLAGE, INCORPORATED—Dobbs-Ferry-on-Hudson, New York. A national, non-sectarian training school scientifically equipped for the study, education and development of problem boys and girls, on commitment and by private arrangement—ages 7 to 16. Supported largely by voluntary contributions. For further information address Leon C. Faulkner, Managing Director.

COUNCIL OF WOMEN FOR HOME MISSIONS—105 East 22d St., New York. Composed of the national women's home mission boards of the United States and Canada. Purpose: To unify effort by consultation and cooperation in action and to represent Protestant church women in such national movements as they desire to promote interdenominationally.

Florence E. Quinlan, Executive Secretary.
Religious Work for Indian Schools, Helen M. Brickman, Director.
Migrant Work, Edith E. Lowry, Secretary.
Adela J. Ballard, Western Supervisor.
Womens interdenominational groups — state and local—are promoted.

GIRLS' FRIENDLY SOCIETY OF THE U. S. A.— Florence Lukens Newbold, Executive Secretary, 386 Fourth Avenue, New York City. A national organization for girls of all races and creeds, sponsored by the Episcopal Church, to uphold Christian standards of living and to study the conditions in which girls live, work, and play. Numbers nearly 50,000 with branches in 44 states.

FEDERAL COUNCIL OF THE CHURCHES OF CHRIST IN AMERICA—Constituted by 28 Protestant communions. Rev. C. S. Macfarland and Rev. S. M. Cavert, Gen. Sec's; 105 E. 22nd Street, New York City.

Dept. of Research and Education, Rev. F. E. Johnson, Sec'y.
Commissions: Church and Social Service, Rev. W. M. Tippy, Sec'y; International Justice and Goodwill; Rev. S. L. Gulick, Sec'y; Church and Race Relations, Dr. G. E. Haynes, Sec'y.

NATIONAL BOARD OF THE YOUNG WOMEN'S CHRISTIAN ASSOCIATIONS—Mrs. Robert E. Speer, president; Miss Anna V. Rice, General Secretary; Miss Emma Hirth, Miss Helen A. Davis, Associate Secretaries; 600 Lexington Avenue, New York City. This organization maintains a staff of executive and traveling secretaries for advisory work in the United States in 1,034 local Y.W.C.A.'s on behalf of the industrial, business, student, foreign born, Indian, colored and younger girls. It has 103 American secretaries at work in 16 centers in the Orient, Latin America and Europe.

NATIONAL CHILD LABOR COMMITTEE—Wiley H. Swift, acting general secretary, 215 Fourth Avenue, New York. To improve child labor legislation; to conduct investigation in local communities; to advise on administration; to furnish information. Annual membership, $2, $5, $10, $25 and $100 includes monthly publication, "The American Child."

NATIONAL CHILD WELFARE ASSOCIATION INC.—(est. 1912, incorp. 1914). 70 Fifth Ave., N.Y.C. (Tel. Algonquin 9690). Promotes as its chief object the building of character in the children of America through the harmonious development of their bodies, minds and spirits. Its method is in cooperation with other organizations, to originate and disseminate educational material in the form of posters, books, bulletins, charts, slides, and insignia. Through its "Knighthood of Youth" it provides homes, schools and church schools with a method of character training through actual practice. Officers: Dr. John H. Finley, Pres.; Charles F. Powlinson, Gen. Sec'y.

THE NATIONAL COMMITTEE FOR MENTAL HYGIENE, INC.—Dr. William H. Welch, honorary president; Dr. Charles P. Emerson, president; Dr. Frankwood E. Williams, medical director; Dr. Clarence J. D'Alton, executive assistant; Clifford W. Beers, secretary; 370 Seventh Avenue, New York City. Pamphlets on mental hygiene, mental and nervous disorders, feeblemindedness, epilepsy, inebriety, delinquency, and other mental problems in human behavior, education, industry, psychiatric social service, etc. "Mental Hygiene," quarterly, $3.00 a year; "Mental Hygiene Bulletin" monthly, $1.00 a year.

NATIONAL CONGRESS OF PARENTS AND TEACHERS— Mrs. S. M. N. Marrs, President. Mrs. A. C. Watkins, Executive Secretary, 1201 Sixteenth Street, N. W., Washington, D. C. To develop cooperation between home and school, and an informed public opinion which will secure highest advantages for all children.

NATIONAL CONFERENCE OF SOCIAL WORK—Porter R. Lee, president, New York, N. Y.; Howard R. Knight, sec'y, 277 E. Long St., Columbus, O. The conference is an organization to discuss the principles of humanitarian effort and to increase the efficiency of social service agencies. Each year it holds an annual meeting, publishes in permanent form the Proceedings of the meeting, and issues a quarterly Bulletin. The fifty-seventh annual meeting of the Conference will be held in Boston (Hotel Statler) in June of 1930. Proceedings are sent free of charge to all members upon payment of a membership fee of five dollars.

NATIONAL COUNCIL OF JEWISH WOMEN—Mrs. Joseph E. Friend, President; Mrs. Estelle M. Sternberger, Executive Secretary, 1860 Broadway, New York City. Program covers twelve departments in religious, educational, civic and legislative work, peace and social service. Official publication: "The Jewish Woman."

Department of Immigrant Aid and Immigrant Education, 799 Broadway, New York City. For the protection and education of immigrant women and girls. Maintains Bureau of International Service. Quarterly bulletin, "The Immigrant." Mrs. Maurice L. Goldman, Chairman: Cecilia Razovsky, Sec'y.

Department of Farm and Rural Work, Mrs. Elmer Eckhouse, Chairman, 5 Columbus Circle, New York City. Program of education, recreation, religious instruction and social service work for rural communities.

NATIONAL HEALTH CIRCLE FOR COLORED PEOPLE, INC.—370 Seventh Avenue, New York City. Col. Theodore Roosevelt, Honorary President; Dr. Jesse E. Mooreland, Pres.; Dr. George C. Booth, Treasurer; Miss Belle Davis, Executive Secretary.

To organize public opinion and support for health work among colored people.
To create and stimulate health consciousness and responsibility among the colored people in their own health problems.
To recruit, help educate and place young colored women in public health work.
Work supported by membership and voluntary contributions.

NATIONAL ORGANIZATION FOR PUBLIC HEALTH NURSING—370 Seventh Avenue, New York, N. Y. Mrs. Anne L. Hansen, President. Organized to promote public health nursing, establish standards, offer field advisory service, collect statistics and information on current practices. Official monthly magazine: *The Public Health Nurse.*

NATIONAL SOCIETY FOR THE PREVENTION OF BLINDNESS—Lewis H. Carris, Managing Director; Mrs. Winifred Hathaway, Associate Director; B. Franklin Royer, M.D., Medical Director; Eleanor P. Brown, Secretary, 370 Seventh Avenue, New York. Studies scientific advances in medical and pedagogical knowledge and disseminates practical information as to ways of preventing blindness and conserving sight. Literature, exhibits, lantern slides, lectures, charts and co-operation in sight-saving projects available on request.

THE NATIONAL TRAINING SCHOOL FOR INSTITUTION EXECUTIVES AND OTHER WORKERS—At the Children's Village, Dobbs-Ferry-on-Hudson, New York. To furnish adequate training to properly qualified people wishing to engage in, or already engaged in, institution work. Provides opportunity for carefully guided study in all phases of institution management and activities. Aims to furnish a trained personnel for child caring Institutions. The first and only school of its kind in the country. For further information address Leon C. Faulkner, Managing Director.

NATIONAL TUBERCULOSIS ASSOCIATION—370 Seventh Ave., New York. Dr. Eugene L. Opie, president; Dr. Kendall Emerson, managing director. Pamphlets of methods and program for the prevention of tuberculosis. Publications sold and distributed through state associations in every state. Journal of the Outdoor Life, popular monthly magazine, $2.00 a year; American Review of Tuberculosis, medical journal, $8.00 a year; and Monthly Bulletin, house organ, free.

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DIRECTORY OF SOCIAL AGENCIES

NATIONAL WOMEN'S TRADE UNION LEAGUE OF AMERICA — Mrs. Raymond Robins, honorary president; Miss Rose Schneiderman, president; Miss Elisabeth Christman, secretary- treasurer; 311 South Ashland Boulevard, Chicago, Ill. Stands for self-government in the work shop through trade union organization; and for the enactment of industrial legislation. Official publication, Life and Labor Bulletin. Information given.

NATIONAL URBAN LEAGUE — For social service among Negroes. L. Hollingsworth Wood, pres.; Eugene Kinckle Jones, exec. sec'y; 17 Madison Ave., New York. Establishes committees of white and colored people to work out community problems. Trains Negro social workers. Publishes "Opportunity"—a "journal of Negro life."

PLAYGROUND AND RECREATION ASSOCIATION OF AMERICA — 315 Fourth Ave., New York City. Joseph Lee, president; H. S. Braucher, secretary. To bring to every boy and girl and citizen of America an adequate opportunity for wholesome, happy play and recreation. Playgrounds, community centers, swimming pools, athletics, music, drama, camping, home play, are all means to this end.

RUSSELL SAGE FOUNDATION—For the Improvement of Living Conditions—John M. Glenn, dir.; 130 E. 22nd St., New York. Departments: Charity Organization. Delinquency and Penology, Industrial Studies, Library, Recreation, Remedial Loans, Statistics, Surveys and Exhibits. The publications of the Russell Sage Foundation offer to the public in practical and inexpensive form some of the most important results of its work. Catalogue sent upon request.

TUSKEGEE INSTITUTE— An institution for the training of Negro Youth; an experiment in race adjustment in the Black Belt of the South; furnishes information on all phases of the race problem and of the Tuskegee idea and methods; Robert R. Moton, principal; W. H. Carter, treasurer; A. L. Holsey, secretary, Tuskegee Institute, Ala.

WORKER'S EDUCATION BUREAU OF AMERICA — A cooperative Educational Agency for the promotion of Adult Education among Industrial Workers. 476 West 24th Street, New York City. Spencer Miller, Jr., Secretary.

Over My Desk

A Monthly Talk with Executives

By ELWOOD STREET

Director of the Community Chest of Washington, D. C.

Rules for the Staff

AN interesting booklet containing rules and regulations for the guidance of the staff has been prepared by the American Security and Trust Company, 15th & Pennsylvania Aves., Washington, D. C. It might serve as a model for similar manuals for social agencies for their staff members. Especially interesting are the paragraphs on Confidential Relations, Stationery and Supplies, Use of the Telephone, Correspondence, Treatment of Customers and Elimination of Waste. In this last paragraph we quote the following: "Elimination of waste in the use of stationery, electric current and supplies is required. Small savings by individuals will in the aggregate amount to considerable. The use of official stationery for private use is prohibited." If you would like to have a copy write to Mr. L. Pierce Riddle, Personnel Director.

Direct Mail Suggestions

SOCIAL agency doing direct mail advertising or preparing any kind of printed matter might well write to the Strasmore Paper Company, Mittineague, Massachusetts, asking for "A Suggested Direct Advertising Program of the Strasmore Department Store." This is a complete program of printed matter suggested for a department store but applicable to almost any kind of publicity, including that of a social agency. It showed us, for example, how to present the work of the agencies which make up the Community Chest. Size, color of ink, color of paper, kind of paper, typography and art as illustrated here, all have possible adaptation. Send for the material and see for yourself what you can work out.

A Chore Board for the Chest

A SIMPLE and effective means of scheduling any complicated activity such as the details of a financial campaign, plans for a pageant, and so forth, have been worked out by Arthur Guild, director of the Community Fund of Richmond. Two sheets of wall board are used, each about six feet long and three feet high, ruled off vertically into thirty-one equal parts for the days of the month and ruled horizontally across the middle. The sheets of wall board are hung on the wall. One month is assigned to each board.

All of the activities to be carried on in connection with the project are typed on small cards of proper width to fit into the columns for the day. A different-colored card is used for each person who is to be responsible for an activity; and the name of the person is typed on the card to make doubly sure that the responsibility is definitely assigned. These cards are then pinned with thumb tacks in the column of the day on which the activity is to be carried out, in the upper half of the board. When the activity has been completed the card is removed from the upper half to the lower half; so that at a glance one can see all of the work still to be done and all of the work finished.

Mr. Guild says that the responsible persons, singled out by name and by color, are most assiduous in their endeavors to remove their cards from the upper to the lower sections; that in no case in his experience has a card remained in the unfinished section for more than two days; that in almost every instance every activity is carried out on schedule time; and that the campaign chairman and other officers find this an excellent means of visualizing the progress of campaign activity.

Getting Down the Case

OLD Man Specific scores heavily in the subscription blank sent out by the Playgrounds Association of Philadelphia, 1701 Walnut St.

How would you like to go shopping (it asks) with no traffic troubles, no sales people, no bills, and no regrets? How would you like to buy—

1. *A Summer Playground*
   for 500 lucky children for one long midsummer day $30.00
2. *A Safe Play-street*
   roped off for children, one glorious day of freedom and safety for all comers..... 15.00
3. *A Street Shower*
   for the 10 sultriest, bakingest, August days.... 5.00
4. *Happy Play* for 5 eager children for a week..... 2.00

Publicity Hints

ANYONE interested in publicity, especially for intensive campaigns, will find of much value Hints for the Worker, in the Early Diagnosis Campaign of April 1929 published by the National Tuberculosis Association, 370 Seventh Avenue, New York city. The complete set includes Section I, The Goal in 1929; Section II, Planning the Campaign; Section III, Publicity Activities; Section IV, Meetings, Movies and Radio; Section V, How to Distribute Printed Matter. We suspect the National Tuberculosis Association might be willing to sell them at a nominal price to any interested person—as long as the supply lasts.

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WANTED: Social case work supervisor in well organized Jewish family agency in Middle West. One capable of handling a group of volunteers working with pre-delinquent girls. Certificate from a school of social work or training and experience in a recognized agency is required. Salary commensurate with experience and ability. 6455 SURVEY.

CASE WORKER; thoroughly experienced in family case work; Catholic; knowledge of Polish essential; for special study of selected families where the problem is primarily drink. 6452 SURVEY.

WOMAN past thirty, fluent Yiddish speaker, for Mothers Club work. Nurses training helpful. Salary about $1800; advancement. Detailed replies regarding education, training and experience will receive prompt consideration. 6419 SURVEY.

WANTED: General Secretary of family agency in good condition. State education, experience, religion, health, age and salary expected. Family Welfare Bureau, Sioux City, Iowa.

GRADUATE NURSES, dietitians, laboratory technicians for excellent hospital positions everywhere. Write for free book now. Aznoe's Central Registry for Nurses, 30 N. Michigan Ave., Chicago, Illinois.

OPENING for man who is or has been the head of a small settlement or a small Jewish community center, or has had equivalent experience and responsibility, to be Assistant to the Head Resident of one of the largest settlements in the country, located west of New York City. Resident position. Give age, education, references, experience, single or married, children, salary desired, when available, etc., in detailed letter of application, which will be considered confidential. Address 6428 SURVEY.

WANTED: Man as director of Jewish Community Center and to take charge of boys' work; and woman capable of directing girls' activities and handling small relief case load. Married couple preferred. State education, experience and salary expected. 6460 SURVEY.

WORKERS WANTED

WANTED—Woman to take entire charge of girls' work at small but growing settlement in Pittsburgh. State salary expected. 6464 SURVEY.

WANTED: Social worker for the staff of a specialized hospital about thirty miles from Boston. Position residential. Good case work of some kind required. Apply to Miss Curtis, Social Workers Bureau of New England, 270 Boylston Street, Boston.

WANTED—Supervisor. Must have proven ability for growth and experience on a generalized visiting nurse staff. Only letters giving full particulars regarding preliminary and professional education and experience will be considered. Northern New Jersey. 6468 SURVEY.

WANTED: Family Case Worker for Jewish organization; college graduate, married woman preferred. 6470 SURVEY.

WANTED—Refined registered nurse as housemother at boys' college preparatory school near New York. Address with training references, and salary expected. 6471 SURVEY.

COMMUNITY HOUSE in New York City has an opening for a woman who has executive ability and a knowledge of girls' work. State qualifications. 6441 SURVEY.

APARTMENT TO SHARE

WANTED: Two young women interested in recreational work to share a four room furnished apartment, with service, with another young lady in a model tenement house for $12.00 a month plus two periods of work per week each. Telephone Drydock 9099, or 6469 SURVEY.

COUNTRY BOARD

Teacher will take few children year around. Health resort near beach and school. Brentwood Kiddie Kamp, Brentwood-in-The-Pines, Long Island.

Would Any of These Positions Interest You?

Social Welfare Organization: Executive Secretary, (Pennsylvania), $2000; Arts and Crafts Supervisor, $2000; Family Case Workers, $1200-$1800; Medical Social Workers, R.N., $1500.

Hospital: Dietitian, $1800; Laboratory Technician, $1500; Housekeeper, $1140; **Nurses, R.N.,** Operating Room Supervisor, $1380; Charge and General Duty.

Institution: Nurse, R.N., $1200; Commercial Teacher,(Gregg) $1200; Recreational Director, $1200; Housekeeper-Officer, Home Delinquent Girls, $1080; Home Economics Assistant, $840; Secretary to Superintendent, $900.

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